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ABSTRACT

This publication, a pilot study intended to serve as a benchmark for a future series, should prove useful to those who are working toward the improvement of State department of education personnel salaries, as well as to those interested in the development of some uniformity in position title and function for future surveys. A questionnaire sent to all State departments of education was divided into eight major sections: (1) professional and administrative employees for executive administration; (2-7) professional, administrative, and technical employees for administration and special services; for finance, business, and plant; for instructional administration-services and instructional services; for employee personnel services; and for pupil personnel programs and services; and (8) clerical employees. Tables give State-by-State listings; and summary tables contain salary distributions, means, medians, quartiles, and ranges of salaries paid for the major functions within each major area of activity. (Author/MLF)

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Public-School Salaries Series

RESEARCH REPORT 1970-R7

Staff Salaries, State Departments of Education, 1969-70

Professional, Administrative, Technical, and Clerical Positions

EA 004 681

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FOREWORD

THIS STUDY OF SALARIES paid professional, administrative, technical, and clerical employees of the state departments of education is a pilot study, for until now no comparable information has been available. For those interested in such a series of data, this Report should provide a benchmark.

Because it was almost impossible to develop a questionnaire that would exactly encompass the organizational structures of all 50 state departments of education, a functional approach was used to obtain the greatest comparability of data. Even so, it sometimes was necessary for the NEA Research Division staff to make arbitrary decisions about the incorporation of information into the Report. Readers should keep these limitations in mind.

It is hoped that this Report will also be useful in improving the salaries of state department of education personnel and in developing some uniformity in position title and function for future surveys.

The NEA Research Division wishes to express to the Council of Chief State School Officers its appreciation for advice, counsel, and cooperation in developing the questionnaire and during preparation of the Report.

The study was made under the direction of Gertrude N. Stieber, Senior Professional Associate, with the assistance of Audrey Hartung and Ellen Gould, Staff Assistants.

GLEN ROBINSON
Director, Research Division

INTRODUCTION

FOR THE FISCAL YEAR, roughly covering the school year 1969-70, there were approximately 32,900 persons employed by the departments of education in the 50 states, the District of Columbia, the Canal Zone, and Puerto Rico. Of these, approximately 15,430, or 46.9 percent, were in professional, administrative, or technical positions; 14,145, or 43.0 percent, were in clerical positions; and the remaining 3,325, or 10.1 percent, were in positions otherwise classified.

The total payroll for all state departments of education for 1969-70 was approximately $270,993,227, of which $112,191,196, or 41.1 percent, came from federal funds. Grants from federal sources ranged from a low of 15.0 percent reported by one state department to as much as 80.0 percent of the total payroll of another state department. Five departments reported that 70 percent or more of their payroll was derived from federal sources, and 14 reported that at least 60 percent came from federal funds.

The mean salary for all professional and administrative employees included in the study was $12,162 in 1969-70. The mean for chief state school officers was $24,625, ranging from a low of $13,750 to a high of $45,000.

The estimates above were made in connection with a survey made by the NEA Research Division in cooperation with the Council of Chief State School Officers to obtain comprehensive data on the salaries of professional, administrative, technical, and clerical employees of state departments of education. The questionnaire was designed to incorporate most of the major functions found in the various organizational structures of the state departments of education. It was based on functions, not position titles, because of the widespread variation in the use of titles from state to state.

The U.S. Office of Education Handbook IV was used to establish definitions of functions, and the employees classified as professional or administrative were defined in the study to include those staff members assigned to perform activities regarded as professional in the field of education by the laws and regulations governing certification in the state or by other professional educational requirements recognized by the state; and those staff members whose assignments relate more closely to a particular field of professional or technical specialization than education.

Salary information was requested for five major groups of clerical employees: secretaries and stenographers, typists and clerk-typists, accounting and payroll clerks, other clerks or clerical assistants, data-processing machine operators, and others engaged in data processing. No further detail in classification was possible because of the widespread variation in definitions among clerical positions.

Scope of Study

Usable information was received from 44 states, the Canal Zone, and Puerto Rico. Salary information for chief state school officers was obtained for nonrespondent state departments from another source.

This study includes salary information for 10,988, or 71.2 percent, of the estimated 15,430 professional, administrative, or technical employees employed in 1969-70 by all state departments of education. Salary information for 10,244, or 72.4 percent, of the total estimated 14,145 clerical employees was also received. The summary data shown in Tables A through I are based on information received from reporting states. While no attempt was made to project these summaries on a national scale, the response was sufficiently adequate and representative to justify the use of these data as national estimates. As indicated above, however, national projections were made for the total number of employees and the total payroll for all state departments.

State-by-state listings of reported salary information appear in Tables 1 through 6 for six of the seven major position groupings used in the questionnaire. No state listing was made for clerical positions which are summarized in Table I.

Occasionally arbitrary decisions were necessary in order to fit reported information into the general pattern of the study.

Summary Tables

The questionnaire which was sent to all state departments was divided into eight major sections. A summary table was made for each section. These summary Tables B through I contain salary distributions, means, medians, quartiles, and ranges of salaries paid for the major functions within each major area of activity. Table A summarizes means, medians, and the range of

salaries paid employees in each of the eight major areas of activity throughout the various state departments of education.

Section I of the questionnaire concerned professional and administrative employees for executive administration. For this group a total of 688 executive officers were reported: 52 chief state school officers,[1] 48 deputy chief state school officers, 205 associate or assistant chiefs, 66 administrative assistants, and 297 directors of major divisions. The total payroll for this group was $12,988,805, with a mean salary of $19,444. The mean salary for the chief state school officers was $24,625, with a range of $13,750 for the lowest salary to a high of $45,000. These data are shown in Table B.

Of the 297 directors of major divisions reported, 34 were in charge of vocational technical, or adult education programs; 28 were in charge of pupil personnel programs and services; and 26 headed divisions for curriculum and instructional services. The mean salary for the 297 directors was $17,250, ranging from a low of $9,152 to a high of $27,605.

Part II of the questionnaire concerned salaries paid professional employees for administration and special services. Table C summarizes data for the 12 major functions incorporated into this section. A total of 1,165 employees are included in this group which had a mean salary of $12,783, ranging from $5,040 to $25,311. Of the 1,165 employees, 238, or 20.4 percent, were engaged in the administration of federal aids and/or grants, with a mean salary of $12,969.

A total of 217, or 18.6 percent of the 1,165 employees in this group, were engaged in research and/or statistics with a mean salary of $12,569.

Salaries for professional and administrative employees for finance, business, and plant were grouped in Part III of the questionnaire, and the summary data are shown in Table D. A total of 976 employees were reported for this group which was divided into seven functional divisions with a mean salary of $11,224. This is the lowest mean salary for any of the seven major groups of professional, administrative, and technical employees included in the survey. A total of 210, or 21.5 percent, of the 976 employees, were employed in data processing with a mean salary of $10,738. A mean salary of $13,373 was found for the 129 employees involved in school plant planning and construction.

By far the largest group of employees was found to be in the area of instructional administration and services which was shown in Part IV of the questionnaire and summarized in Table E.

A total of 6,035, or almost 55 percent, of the total nonclerical personnel reported, were employed in the 19 major functions included under the heading of instructional administration and services. The mean salary for this group was $11,260. Of this group, 3,209, or 53.2 percent, were working in the area of vocational rehabilitation and/or veterans' training, most of which is federally funded. The mean salary for the latter group was $10,382.

Library services accounted for 732 of the 6,035 positions, and the next largest group, 243, were in the area of elementary and/or secondary education.

Only 508 employees were reported in positions involving instructional services for subject-matter areas. These were included in Part V of the questionnaire, and the data are summarized in Table F. For the 508 positions a mean salary of $13,332 was obtained with a range of salaries from $8,040 to $21,760. Of the nine functions included in this group, the largest number, 81, was reported in the area of physical and health education, with 64 in science and 63 in social studies.

A total of 243 professional or administrative employees were reported for staff personnel services. Salary data for this group were requested in Part VI of the questionnaire and are summarized in Table G under four functional groups. The mean salary for this group was $12,486. Of the 243 positions, 120, or 49.4 percent, were in the area of teacher certification and professional standards.

A total of 1,403 positions were reported for pupil personnel programs and services in Section VII of the survey and summarized in Table H in 13 functional classifications. The mean salary for this group was $12,231, ranging from $5,000 to $28,356. Of the 1,403 employees, 312, or 22.2 percent, were involved with programs for handicapped children; 224, or 16.0 percent, were working with school lunch programs, 189, or 13.5 percent, were engaged in programs for guidance and testing, and 107, or 7.6 percent, were working on programs for exceptional children.

Section VIII of the questionnaire requested salary data for six major groupings of clerical employees. This information is summarized in Table I. The mean salary for all clerical employees reported was $5,270. That for accounting and payroll clerks was $6,080, and for secretaries and stenographers, the mean was $5,295. The mean salary paid to data-processing employees (other than machine operators) was $6,486. Information on a state-by-state basis was not tabulated for clerical employees.

Tables 1 through 6 give state-by-state listings from which summary Tables A through K were derived. Table E is a summary of Table 4, Parts A and B.

[1] Salaries for chief state school officers of nonrespondent state departments of education were obtained from the Council of Chief State School Officers.

TABLE A.--SUMMARY OF SALARIES PAID EMPLOYEES OF STATE DEPARMTENTS OF EDUCATION, 1969-70, BY MAJOR FUNCTION

Function	Number of officers reported	Salaries paid					
		Mean	First quartile	Median	Third quartile	Range	
						Low	High
1	2	3	4	5	6	7	8
Professional, administrative, and technical:							
Chief state school officer	52	$24,625	$19,625	$23,702	$30,000	$13,750	$45,000
Deputy chief state school officer .	48	23,099	18,522	22,450	27,436	14,400	37,275
Associate and/or assistant chiefs .	205	21,019	17,030	20,616	24,478	12,600	34,650
Administrative assistants	66	17,688	15,235	19,600	20,396	8,976	22,895
Directors of major divisions	297	17,250	14,566	16,537	19,101	9,152	27,605
Administration and special services	1,165	12,783	10,593	12,500	14,773	5,040	25,311
Finance, business, and plant	976	11,224	9,216	10,841	12,886	3,960	23,057
Instructional administration and services	6,035	11,260	9,145	10,800	13,248	4,800	28,935
Instructional services (subject matter)	508	13,332	11,580	13,270	15,000	8,040	21,760
Staff personnel services (department staff)	243	12,486	9,600	12,300	14,863	5,040	23,057
Pupil personnel, programs, and services	1,403	12,231	10,150	11,909	14,028	5,000	28,356
Total	10,998	$12,162	a/	a/	a/	$3,960	$45,000
Clerical positions:							
Secretaries and stenographers	4,924	$ 5,295	$ 4,588	$ 5,177	$ 5,832	b/	b/
Typists and clerk-typists	1,731	4,831	4,194	4,730	5,372	b/	b/
Accounting and payroll clerks	903	6,080	4,891	5,818	6,831	b/	b/
Other clerks or clerical assistants	2,170	5,059	4,125	4,803	5,925	b/	b/
Data processing							
Machine operators	373	5,729	4,741	5,340	6,576	b/	b/
Other data processing	143	6,486	5,048	6,509	7,342	b/	b/
Total	10,244	$5,270	$4,419	$5,090	$5,962	b/	b/

a/ Not computed
b/ Not available; grouped data requested.

TABLE B.--DISTRIBUTION OF SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70

Distribution	Chief state school officer	Deputy chief	Associate and/or assistant chiefs	Administrative assistants	Directors of major divisions[a]
1	2	3	4	5	6
Number of officers reported ...	52	48	205	66	297
Salaries paid:					
Mean	$24,625	$23,099	$21,019	$17,688	$17,250
First quartile	19,625	18,522	17,030	15,235	14,566
Median	23,702	22,450	20,616	19,600	16,537
Third quartile	30,000	27,436	24,478	20,396	19,101
Range: Low	13,750	14,400	12,600	8,976	9,152
High	45,000	37,275	34,650	22,895	27,605
Distribution:					
Below $12,000	...	...	...	7.6%	1.4%
$12,000-$12,999	...	...	1.5%	12.2	3.7
13,000- 13,999	1.9%	...	2.4	...	15.8
14,000- 14,999	...	4.2%	5.4	1.5	7.1
15,000- 15,999	5.8	4.2	5.9	9.1	15.2
16,000- 16,999	3.9	6.2	8.3	4.5	10.4
17,000- 17,999	1.9	8.3	5.9	7.6	11.8
18,000- 18,999	5.8	6.2	6.8	4.5	8.4
19,000- 19,999	5.8	8.3	7.8	9.1	5.1
20,000- 20,999	7.7	6.2	6.3	34.9	2.0
21,000- 21,999	1.9	4.2	4.4	4.5	5.4
22,000- 22,999	9.6	8.3	5.9	4.5	6.7
23,000- 23,999	7.7	...	7.8	...	1.7
24,000- 24,999	1.9	4.2	10.2	...	2.0
25,000- 25,999	1.9	4.2	3.4	...	2.7
26,000- 26,999	7.7	8.3	11.7	...	0.3
27,000- 27,999	5.8	14.7	1.9	...	0.3
28,000- 28,999	1.9	...	1.0	...	...
29,000- 29,999	1.9	4.2	...	...	...
30,000- 30,999	17.3	...	...	...	...
31,000- 31,999	...	...	2.9	...	...
32,000- 32,999	1.9	...	...	...	...
33,000- 33,999	...	...	...	...	...
34,000- 34,999	1.9	8.3	0.5	...	...
35,000 or more	5.8	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%	100.0%

[a] Administration (including legislative and legal services) 22
Financial administration 17
Research and statistics, and data processing 13
Program planning and development 8
Federal and/or state programs 11
Publications and public relations 7
Elementary and/or secondary education 16
Special education 17
Vocational, technical, or adult education 34
Higher education 6
Teacher education and certification 17
Curriculum and instructional services 26
Building and school plant planning 11
Vocational rehabilitation 15
Pupil personnel services (including school lunch, library services, financial aid, health, and transportation) 28
Other 49
Total 297

TABLE C.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70[a]/

Distribution	Function													
	School and program accreditation	Intermediate units[b]/	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Civil and human rights	Planning and evaluation	Research and statistics	Publications	Public relations[c]/	Information programs	Other[d]/	Total--(columns 2-14)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Number of staff members reported.	142	50	18	15	238	43	43	157	217	64	37	58	75	1,165
Salaries paid:														
Mean	$12,630	$15,278	$13,962	$13,282	$12,969	$11,775	$13,528	$13,580	$12,569	$10,622	$12,208	$11,688	$12,250	$12,783
First quartile.	10,854	14,031	11,756	11,400	11,280	9,000	11,280	11,400	9,923	8,325	10,110	9,588	9,145	10,593
Median	11,976	14,773	14,104	11,400	12,808	11,400	12,839	13,248	12,585	9,904	11,501	11,216	12,357	12,500
Third quartile.	13,740	16,947	16,422	14,412	14,304	14,628	15,300	15,602	15,000	12,525	14,116	12,560	14,525	14,773
Range: Low ...	6,840	7,800	7,800	8,136	6,672	6,000	8,004	6,387	5,040	6,204	6,072	6,720	7,000	5,040
High ..	23,057	21,117	19,914	23,057	23,057	20,388	23,057	24,516	24,024	20,734	25,311	20,953	21,000	25,311
Below $7,000	0.7%	...	...	...	0.4%	2.3%	...	0.6%	3.2%	3.1%	2.7%	1.7%	...	1.3%
$ 7,000-$ 7,999 .	0.7	1.7%	5.6%	...	3.4	14.0	...	1.9	7.8	15.6	5.4	5.2	5.3%	4.8
8,000- 8,999 .	3.5	3.5	11.1	13.3%	1.7	4.7	2.3%	5.1	7.4	18.7	5.4	12.1	13.3	6.3
9,000- 9,999 .	2.8	5.2	...	...	3.8	16.3	2.3	4.5	7.4	14.1	10.8	10.3	9.4	6.3
10,000- 10,999 .	20.4	...	...	...	11.4	7.0	16.3	9.5	8.3	12.5	10.8	18.9	10.7	11.1
11,000- 11,999 .	22.6	...	5.6	46.7	17.2	11.6	13.9	8.3	7.4	4.7	21.7	8.6	8.0	12.3
12,000- 12,999 .	16.9	12.1	16.6	13.3	18.9	4.7	16.3	13.4	12.4	10.9	10.8	24.1	12.0	14.8
13,000- 13,999 .	9.9	1.7	11.1	0.0	13.0	11.6	11.6	14.6	10.6	9.4	5.4	3.5	8.0	10.3
14,000- 14,999 .	5.7	29.3	5.6	6.7	10.5	9.3	9.3	8.3	9.7	4.7	10.8	3.5	10.7	9.5
15,000- 15,999 .	4.9	8.6	16.6	...	6.7	9.3	11.6	15.3	8.3	...	5.4	1.7	13.3	8.1
16,000- 16,999 .	4.9	13.8	11.1	...	5.9	2.3	4.7	6.4	9.7	1.6	5.4	1.7	4.0	6.2
17,000- 17,999 .	2.1	6.9	5.6	...	2.1	...	2.3	3.8	4.2	...	2.7	3.5	2.7	2.9
18,000- 18,999 .	2.1	1.7	...	6.7	2.9	2.3	...	4.5	0.9	3.1	...	...	...	2.1
19,000- 19,999 .	0.7	5.2	11.1	...	0.8	2.3	4.7	1.3	0.9	...	...	3.5	1.3	1.5
20,000 or more .	2.1	10.3	...	13.3	1.3	2.3	4.7	2.5	1.8	1.6	2.7	1.7	1.3	2.5
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Based on data furnished by 41 states, the Canal Zone, and Puerto Rico.
b/ Counties, regions, etc.
c/ Including nonpublic-school relations and citizen involvement.
d/ Includes legal counseling, and other functions not identified by respondents.

TABLE D.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70[a]/

Distribution	Departmental accounting and/or general staff services	Accounting and auditing--financial aids		Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and commodities	Data systems	Other[b]/	Total (columns 2-12)
		State	Federal	Departmental	School districts							
1	2	3	4	5	6	7	8	9	10	11	12	13
Number of professional staff members reported	221	129	73	61	43	27	18	129	48	210	17	976
Salaries paid:												
Mean	$11,185	$10,503	$10,821	$10,883	$11,405	$ 8,378	$12,288	$13,373	$10,681	$10,738	$14,343	$11,224
First quartile	9,216	8,916	9,042	9,450	10,320	6,716	10,842	11,787	8,976	8,584	10,692	9,216
Median	10,841	10,260	10,820	10,872	11,700	8,268	11,526	12,924	10,072	10,332	14,491	10,841
Third quartile	12,528	11,400	12,671	12,700	13,000	10,512	13,545	14,861	12,325	12,560	17,827	12,886
Range: Low	5,798	6,000	4,500	6,397	4,800	3,960	10,138	7,080	6,300	6,000	6,050	3,960
High	19,449	21,525	20,868	17,524	21,960	13,248	16,898	23,057	16,104	18,541	23,057	23,057
Below $7,000	4.5%	3.1%	8.2%	3.3%	14.0%	37.1%	...	...	4.2%	4.3%	5.9%	5.1%
$ 7,000-$ 7,999	8.6	15.5	8.2	4.9	2.3	7.4	...	0.8%	4.2	10.0	...	7.7
8,000- 8,999	7.2	8.5	6.8	13.1	2.3	18.5	...	5.4	22.9	15.2	5.9	9.9
9,000- 9,999	13.6	17.1	17.8	14.8	...	11.1	...	3.1	18.7	13.4	5.9	12.2
10,000- 10,999	26.7	27.9	11.0	19.7	20.9	7.4	27.7%	7.8	10.4	13.8	11.8	18.1
11,000- 11,999	9.9	6.2	11.0	14.8	14.0	3.7	33.3	11.6	2.1	13.4	11.8	10.9
12,000- 12,999	7.2	3.9	19.2	11.5	20.9	11.1	11.1	22.5	27.0	9.5	...	12.1
13,000- 13,999	5.9	7.0	6.8	9.8	9.3	3.7	5.6	9.3	2.1	9.5	5.9	7.5
14,000- 14,999	3.2	6.2	6.8	4.9	9.3	...	11.1	17.8	2.1	5.7	5.9	6.8
15,000- 15,999	3.6	2.3	1.4	...	...	...	5.6	7.0	4.2	1.4	5.9	2.9
16,000- 16,999	4.1	0.8	1.4	1.6	2.3	...	5.6	6.2	2.1	1.9	17.6	3.1
17,000- 17,999	3.2	...	...	1.6	2.3	...	...	3.9	...	1.4	...	1.7
18,000 or more	2.3	1.5	1.4	...	2.3	...	...	4.6	...	0.5	23.5	2.0
Total	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Based on information received from 42 states, the Canal Zone, and Puerto Rico.
b/ Function not stated by respondents.

TABLE E.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, BY MAJOR FUNCTION, STATE DEPART-

Distribution	Early childhood education	Elementary and secondary education	Special schools[b]	Higher education[c]	Instructive materials and audio-visual education	Television teaching and services	Library services	Textbook services	Adult education
1	2	3	4	5	6	7	8	9	10
Number of officers reported	50	243	101	82	84	138	732	26	195
Salaries paid:									
Mean	$13,273	$14,101	$10,781	$14,722	$11,675	$10,970	$10,784	$11,590	$13,320
First quartile .	11,202	12,110	7,932	12,075	9,591	8,136	9,145	9,478	10,478
Median	13,459	13,728	9,624	14,716	11,738	10,440	10,482	11,785	13,260
Third quartile .	14,849	15,387	13,409	17,051	13,794	13,270	12,131	13,390	15,600
Range: Low	8,640	9,750	6,720	6,246	5,268	4,800	5,000	8,185	7,080
High ...	19,490	23,057	22,450	24,996	19,272	19,490	18,897	15,000	22,630
Below $7,000	...	...	2.0%	1.2%	4.8%	6.5%	0.4%	...	...
$ 7,000-$ 7,999 ..	...	...	24.7	...	8.3	15.9	6.4	...	0.5%
8,000- 8,999 ..	4.0%	...	14.8	3.7	7.1	15.2	14.7	19.2%	1.5
9,000- 9,999 ..	4.0	1.2%	8.9	1.2	8.3	6.5	21.9	7.7	7.7
10,000- 10,999 ..	16.0	6.2	6.9	6.1	13.1	10.2	15.7	15.4	22.0
11,000- 11,999 ..	6.0	8.6	7.9	8.5	11.9	8.0	14.6	11.5	6.7
12,000- 12,999 ..	16.0	24.3	6.9	15.9	16.7	8.7	10.0	11.5	10.3
13,000- 13,999 ..	8.0	15.2	13.9	8.5	8.3	8.7	2.5	23.1	11.8
14,000- 14,999 ..	26.0	14.0	4.0	11.0	7.1	3.6	5.1	7.7	8.7
15,000- 15,999 ..	10.0	9.1	4.0	7.3	8.3	10.2	6.4	3.9	13.8
16,000- 16,999 ..	2.0	9.1	1.0	9.8	3.7	0.7	1.5	...	5.6
17,000- 17,999 ..	4.0	4.5	1.0	8.5	...	3.6	0.7	...	4.6
18,000- 18,999 ..	2.0	3.3	1.0	6.1	1.2	1.5	0.1	...	2.1
19,000- 19,999 ..	2.0	1.6	1.0	6.1	1.2	0.7	...	...	2.6
20,000 or more ..	...	2.9	2.0	6.1	...	...	...	...	2.1
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Based on information received from 41 states, the Canal Zone, and Puerto Rico.
b/ Includes Indian schools, schools for blind and deaf, etc.
c/ Includes 2-year and 4-year institutions.

AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES,
MENTS OF EDUCATION, 1969-70[a]/

Manpower training and development-	Vocational rehabilitation and veterans training	Civil defense	Vocational and technical education							Total--(columns 2-20)
			General	Agricultural	Business	Distributive	Home economics	Trade and industry	Other	
11	12	13	14	15	16	17	18	19	20	21
154	3,209	56	201	132	81	65	147	157	180	6,033
$12,764	$10,382	$12,272	$13,059	$12,628	$12,656	$13,361	$12,461	$12,733	$12,642	$11,260
10,710	8,621	10,733	9,888	10,913	10,836	11,910	11,160	10,980	10,872	9,145
12,556	9,888	11,802	15,800	12,408	12,734	13,380	12,576	12,408	12,357	10,800
14,475	11,935	13,643	15,800	13,872	14,553	14,845	13,728	14,424	14,700	13,248
7,440	5,250	6,900	7,380	8,256	7,840	7,840	8,040	6,996	7,705	4,800
23,057	28,935	20,910	17,532	19,884	18,970	19,540	19,486	20,352	20,734	28,935
...	6.5%	1.8%	...	...	...	...	...	0.6%	...	3.8%
1.3%	8.1	...	4.5%	...	1.2%	1.5%	...	0.6	1.7%	6.3
3.3	16.1	3.6	6.0	3.0%	4.9	1.5	4.1%	7.7	6.7	12.2
7.1	21.0	8.9	22.9	7.6	8.6	3.1	9.5	3.8	6.7	16.5
16.9	16.0	19.6	8.0	15.9	12.4	13.9	10.2	13.4	17.8	14.9
12.3	7.6	17.8	1.5	15.9	13.6	4.6	18.4	13.4	12.2	9.3
14.9	8.0	14.3	2.0	18.2	12.4	16.9	18.4	17.8	15.0	10.4
16.9	9.4	14.3	1.0	15.1	21.0	24.6	20.4	12.8	12.2	9.8
11.0	3.1	8.9	1.5	10.6	8.6	13.9	4.7	10.2	5.6	5.2
6.5	1.8	3.6	49.6	6.1	6.2	4.6	7.5	8.3	12.2	6.1
4.6	1.3	1.8	2.5	5.3	7.4	10.8	4.7	7.0	2.8	2.6
0.7	0.3	3.6	0.5	...	2.5	...	...	1.3	4.4	1.1
1.9	0.3	...	...	0.8	1.2	1.5	0.7	1.9	0.5	0.7
0.7	0.1	...	...	1.5	...	3.1	1.4	0.6	1.7	0.5
1.9	0.4	1.8	...	...	...	...	...	0.6	0.5	0.6
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

TABLE F.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES, BY SUBJECT AREA, STATE DEPARTMENTS OF EDUCATION, 1969-70a/

Distribution	Subject area										
	Art education	Mathematics	Science	Social studies	Foreign languages	Physical and health education	Music education	Industrial arts	English and/or reading	Other b/	Total--(columns 2-11)
1	2	3	4	5	6	7	8	9	10	11	12
Number of officers reported	41	51	64	63	43	81	42	52	42	29	508
Salaries paid:											
Mean	$12,943	$13,591	$13,472	$13,042	$14,021	$13,770	$13,151	$13,447	$13,681	$11,051	$13,332
First quartile	11,670	11,760	11,481	11,400	11,281	11,412	11,782	11,060	11,560	10,058	11,580
Median	12,486	13,692	13,382	12,240	13,301	13,644	13,074	13,414	13,398	13,248	13,270
Third quartile	14,843	15,000	15,139	14,657	15,000	15,554	15,000	15,370	15,467	14,632	15,000
Range: Low	8,000	9,852	8,040	8,040	8,978	8,400	8,040	8,040	10,000	10,058	8,040
High	19,490	19,490	19,490	19,490	19,808	21,760	19,808	19,486	19,490	18,810	21,760
$ 8,000-$ 8,999	4.9%	...	3.1%	1.6%	2.4%	2.5%	2.4%	5.8%	...	...	2.3%
9,000- 9,999	2.4	2.0%	3.1	1.6	...	1.2	2.4	5.8	...	...	2.0
10,000- 10,999	9.8	7.8	6.3	6.4	18.6	13.6	7.1	11.5	14.3%	27.6%	11.4
11,000- 11,999	26.8	19.6	21.8	28.5	16.3	17.3	19.1	7.7	14.3	6.9	18.5
12,000- 12,999	12.2	13.7	10.9	25.4	4.6	12.3	19.1	7.7	14.3	10.4	13.4
13,000- 13,999	12.2	15.6	15.6	7.9	16.3	11.1	14.2	19.2	14.3	10.4	13.6
14,000- 14,999	12.2	11.8	12.5	7.9	16.3	8.7	9.5	11.5	14.3	24.1	12.0
15,000- 15,999	9.8	13.7	14.1	9.5	11.6	12.3	9.5	15.4	16.7	...	11.8
16,000- 16,999	7.3	11.8	9.4	6.4	4.6	9.9	11.9	9.6	4.7	17.2	9.1
17,000- 17,999	...	...	...	...	...	3.7	...	...	4.7	...	1.0
18,000- 18,999	...	2.0	1.6	3.2	4.6	2.5	2.4	3.9	...	3.4	2.3
19,000 or more	2.4	2.0	1.6	1.6	4.6	4.9	2.4	1.9	2.4	...	2.6
Total	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Based on information received from 41 states, the Canal Zone, and Puerto Rico.
b/ Includes language arts, speech, environmental education, and positions not identifiable by function.

TABLE G.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR STAFF PERSONNEL SERVICES, STATE DEPARTMENTS OF EDUCATION, 1969-70[a]

Distribution	Teacher certification and professional standards	Teacher education[b]	General services	Other[c]	Total--(columns 2-6)
1	2	3	4	5	6
Number of officers reported	120	64	34	25	243
Salaries paid:					
Mean	$12,110	$13,941	$10,399	$13,409	$12,486
First quartile	9,688	11,370	8,463	10,016	9,600
Median	11,768	14,775	9,822	13,248	12,300
Third quartile	14,110	16,997	11,951	16,380	14,863
Range: Low	5,700	5,040	6,900	5,529	5,040
High	23,057	23,057	17,315	23,057	23,057
Below $7,000	0.8%	4.6%	2.9%	8.0%	2.9%
$ 7,000-$ 7,999	5.8	6.3	14.7	4.0	7.0
8,000- 8,999	14.1	3.1	11.8	4.0	9.9
9,000- 9,999	10.0	7.8	23.6	8.0	11.1
10,000- 10,999	9.2	1.5	17.7	12.0	8.7
11,000- 11,999	11.7	6.3	5.9	...	8.2
12,000- 12,999	9.2	6.3	2.9	12.0	7.8
13,000- 13,999	11.7	7.8	5.9	8.0	9.5
14,000- 14,999	12.5	14.0	8.8	4.0	11.5
15,000- 15,999	4.2	10.9	2.9	12.0	6.6
16,000- 16,999	3.2	6.3	...	12.0	4.5
17,000- 17,999	1.7	12.5	2.9	4.0	4.9
18,000- 18,999	1.7	6.3	...	4.0	2.9
19,000- 19,999	1.7	...	...	...	0.8
20,000 or more	2.5	6.3	...	8.0	3.7
Total	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Information received from 42 states, the Canal Zone, and Puerto Rico.
b/ Includes recruitment and/or placement.
c/ Includes both preservice and inservice education.

TABLE H.--DISTRIBUTION OF SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR PUPIL PERSONNEL PROGRAMS AND SERVICES, STATE DEPARTMENTS OF EDUCATION, 1969-70[a/]

Distribution	Guidance and testing	School health[b/]	School lunch	School safety	Pupil transportation	Driver education and training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarships and examinations	High-school equivalency	Other	Total--(columns 2-15)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Number of officers reported	189	61	224	16	211	66	107	312	139	28	17	15	14	4	1,403
Salaries paid:															
Mean	$12,971	$13,383	$11,187	$10,573	$10,775	$12,316	$16,112	$11,629	$12,967	$12,534	$14,813	$11,752	$10,989	[c/]	$12,231
First quartile .	11,236	11,306	9,600	7,276	9,249	10,740	12,612	8,940	11,232	10,458	12,174	8,603	8,522	[c/]	10,150
Median	12,959	12,055	11,190	10,471	10,150	12,075	18,965	11,559	12,486	12,456	13,728	12,444	10,924	[c/]	11,909
Third quartile .	14,540	15,324	12,816	13,270	13,104	13,786	18,965	14,043	14,237	15,344	17,488	14,658	12,537	[c/]	14,028
Range: Low	6,300	7,920	5,100	5,064	7,249	8,640	8,500	5,000	8,916	5,940	9,620	5,760	5,844	$ 9,454	5,000
High ...	23,309	27,044	18,970	18,970	23,057	19,272	18,965	28,356	22,759	18,628	20,325	16,245	15,603	12,223	28,356
Below $8,000	1.1%	1.6%	8.9%	31.3%	19.0%	...	...	13.8%	...	7.1%	...	13.3%	14.3%	...	8.3%
$ 8,000-$ 8,999 ...	4.8	6.6	11.2	12.5	1.9	1.5%	0.9%	12.5	0.7%	7.1	...	20.0	14.3	...	6.6
9,000- 9,999 ...	2.7	...	7.2	...	28.4	9.1	2.8	7.7	7.9	7.1	5.9%	...	...	50.0%	9.3
10,000- 10,999 ...	13.2	13.1	18.7	12.5	11.4	24.3	11.2	10.6	14.3	10.8	11.8	13.3	28.6	...	13.8
11,000- 11,999 ...	16.9	13.1	15.6	...	6.2	12.1	6.6	12.2	19.4	7.1	...	...	21.4	...	12.3
12,000- 12,999 ...	12.7	26.2	16.1	12.5	3.3	21.2	4.7	9.6	13.0	21.5	11.8	6.7	...	50.0	11.6
13,000- 13,999 ...	16.4	3.3	13.4	18.8	19.9	12.1	8.4	8.6	17.3	3.6	23.5	13.3	...	...	13.1
14,000- 14,999 ...	11.1	9.9	3.6	6.2	3.3	6.1	4.7	8.6	7.9	7.1	...	13.3	14.3	...	6.8
15,000- 15,999 ...	9.5	11.5	1.8	...	1.4	7.6	1.9	7.1	3.6	17.9	11.8	6.7	7.1	...	5.3
16,000- 16,999 ...	6.9	3.3	2.2	...	2.8	3.0	...	5.1	10.1	7.1	11.8	13.3	...	...	4.6
17,000- 17,999 ...	1.6	4.9	0.9	...	0.9	...	0.9	1.3	2.2	...	...	...	...	...	1.3
18,000- 18,999 ...	2.1	1.6	0.4	6.2	0.5	1.5	57.9[d/]	1.3	...	3.6	5.9	...	...	...	5.5
19,000- 19,999 ...	0.5	...	...	...	0.5	1.5	...	0.3	2.2	...	...	...	...	...	0.5
20,000 or more ...	0.5	4.9	...	...	0.5	...	...	1.3	1.4	...	17.5	...	...	...	1.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%

a/ Information received from 42 states, the Canal Zone, and Puerto Rico.
b/ Includes school nursing services, hearing and sight conservation, and special programs (alcohol, narcotics, etc.).
c/ Not computed; too few cases.
d/ Officers reported for one state were all shown under column 8 but include functions for columns 9, 10, and 11 also.

TABLE I.--SALARIES PAID FULL-TIME OFFICE CLERICAL PERSONNEL, BY MAJOR FUNCTIONS, STATE DEPARTMENTS OF EDUCATION, 1969-70[a/]

Distribution	Secretaries and stenographers	Typists and clerk-typists	Accounting and payroll clerks	Other clerks or clerical assistants	Data processing		Total--(columns 2-7)
					Machine operators	Others[b/]	
1	2	3	4	5	6	7	8
Number of employees reported	4,924	1,731	903	2,170	373	143	10,244
Salaries paid:							
Mean	$5,295	$4,831	$6,080	$5,059	$5,729	$6,486	$5,270
First quartile	4,588	4,194	4,891	4,125	4,741	5,048	4,419
Median	5,177	4,730	5,818	4,803	5,340	6,509	5,090
Third quartile	5,832	5,372	6,831	5,925	6,576	7,342	5,962
Below $3,000	0.9%	0.8%	0.1%	0.6%	0.5%	...	0.7%
$3,000-$3,499	1.5	3.8	0.7	3.2	2.4	1.4%	2.2
3,500- 3,999	4.9	11.0	2.1	15.1	5.9	6.3	7.9
4,000- 4,499	14.0	24.3	7.7	24.5	3.8	7.7	17.0
4,500- 4,999	21.2	22.2	18.5	11.0	25.7	8.4	19.0
5,000- 5,499	21.1	17.5	14.3	15.3	17.2	12.6	18.4
5,500- 5,999	13.2	10.4	10.5	6.3	8.6	2.1	10.7
6,000- 6,499	11.3	5.1	15.4	11.3	9.4	11.2	10.5
6,500- 6,999	5.7	2.4	8.7	4.6	10.2	18.2	5.5
7,000- 7,499	3.9	1.7	5.9	4.5	5.6	10.4	4.0
7,500- 7,999	0.8	0.7	5.2	1.6	3.2	2.8	1.4
8,000- 8,499	0.6	0.1	2.5	0.6	1.6	4.9	0.8
8,500- 8,999	0.4	...	3.1	1.1	2.7	4.9	0.9
9,000 or more	0.5	...	5.3	0.3	3.2	9.1	1.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

a/ Information received from 41 states, the Canal Zone, and Puerto Rico.
b/ Includes programmers, analysts, etc.

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TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Chief state school officer		Deputy chief state school officer(s)		Associate or assistant chief state school officer(s)		Administrative assistant(s) to chief state school officer		Directors of major divisions	
	Title	Salary	Title (or function)	Salary	Title (or function)	Salary	Title	Salary	Function	Salary
1	2	3	4	5	6	7	8	9	10	11
ALABAMA	State Superintendent	$15,000	...	...	Assistant State Superintendent	$17,325	...	...	Administration and Finance	$16,537
									Elementary Education	16,537
									Secondary Education	16,537
									Vocational Education	16,537
									Rehabilitation and Crippled Children	16,537
									Higher Education	15,336
ALASKA	Commissioner	27,500	...	...	Assistant Commissioner and Director of Administrative Services	26,820	Special Assistant to the Commissioner	$22,524	Instructional Services	24,012
									State-operated Schools	24,012
									Vocational Rehabilitation	24,012
									Vocational Education	21,372
									Libraries	21,372
									Regional Schools	21,372
ARIZONA	Superintendent	17,000	...	...	Associate Superintendent for: Educational Services	15,144	Administrative Assistant	15,144	Elementary Education	
					Research (Planning)	15,144			Secondary Education	
									Special Education	
									Certification Division	
									School Lunch Division	
									Research and Finance	
									Educationally Deprived Children (E.S.E.A. Title I)	4@ 12,607 2@ 13,404
									Adult Basic Education (Title III, P.L. 89-750)	4@ 14,244 1@ 14,688 1@ 15,612
									Innovative Education (E.S.E.A. Title III)	
									Indian Education	
									Western States Small Schools Project (Ford Foundation)	
									Migratory Children (Title I)	
ARKANSAS	Superintendent	18,000	No data	...	No data	...	No data	...	No data	...
CALIFORNIA	Superintendent	30,000	Deputy Superintendent (Chief Administrative Officer)	$27,540 (max.)	Associate Superintendent for Instruction	27,540 (max.)	Special Assistant to Deputy for Public Instruction	17,700 (max.)	...	...
			Deputy Superintendent for Public Instruction	27,540 (max.)	Associate Superintendent for School Administration and Finance	27,540 (max.)				
			Deputy Superintendent for Program and Legislation	27,540 (max.)	Associate Superintendent for Special Education	27,540 (max.)				
					Associate Superintendent for Compensatory Education	27,540 (max.)				
COLORADO	Commissioner	30,000	...	...	Assistant Commissioner for:		Executive Assistant	17,592	Accreditation	16,080
					Administrative Services	21,120	Executive Assistant for Interagency Relations	15,576	Legal Services	13,560
					Instructional Services	20,616			Organization and Management	15,576
					Planning Services	20,616			Teacher Education and Certification	17,592
									Urban Education	15,576
CONNECTICUT ... (Continued on next page)	Commissioner	30,809	Executive Officer	27,246	Instructional Services	21,529	Administrative Assistants	22,193	Continuing Education	20,437
					Vocational Education	21,960		19,680	Elementary and Secondary Education	21,117
					Vocational Rehabilitation	22,270		19,751		
								2@ 21,117	Pupil Personnel and Special Educational Services	18,397
								18,397	Departmental Planning	19,081
									Administration	23,755
									Vocational-Technical Schools	19,077

1	2	3	4	5	6	7	8	9	10	11
CONNECTICUT ... (Continued)									Vocational Services	$19,077
									Vocational Rehabilitation	2@ 21,117 1@ 19,077
DELAWARE	Superintendent	$30,000	Deputy Superintendent	$20,780	Administrative Services	$17,060	Administrative Assistant	$15,260	Finance	15,980
					Auxiliary Services	18,260			School Plant	15,980
					Instructional Services	18,260			Secondary Education	17,160
									Elementary Education	16,680
									Research	17,160
									Vocational Rehabilitation	15,980
									Certification	16,460
									Pupil Personnel	15,980
									Adult Education	16,460
									Educational Television	15,560
									Vocational Education	16,680
FLORIDA	Commissioner	34,000	Deputy Commissioner	26,964	Associate Commissioner for:		Executive Assistant	20,592	Elementary and Secondary Education	25,000
					Planning and Coordination	24,516			Community Colleges	25,000
					Budget Planning and Development	24,516			Vocational Education	25,000
					Coordinator of Vocational Programs	...				
					Administration	25,248				
GEORGIA	Superintendent	22,500	Deputy Superintendent	26,232	Associate Superintendent for:		Administrative Assistant	17,748	Curriculum	19,572
					Instructional Services	23,796	Administrative Aide	8,976	Special Education and Pupil Personnel	16,908
			Deputy Superintendent for Planning, Research and Evaluations	19,572	School Administrative Services	23,796			Teacher Education and Certification	16,104
					Assistant Superintendent for:				Educational Television	17,748
					Vocational Rehabilitation	21,588			Instructional Services:	
					Staff Services	21,588			Vocational Education	19,572
									Title I, P.L. 89-10	17,748
									Alto Educational and Evaluation Center	13,908
									School Administrative Services:	
									Financial Services	16,104
									Administrative Leadership	17,748
									Administrative Services	16,104
									Title II, P.L. 89-10	16,908
									Department Staff Services:	
									Administration	16,908
									Fiscal	16,104
									Systems and Data Processing	17,748
									Vocational Rehabilitation:	
									Facilities and Workshops	18,636
									Field Services	19,572
									Program Planning and Development	17,748
									Special Services	16,908
HAWAII	Superintendent	30,250	Deputy Superintendent	25,713	Assistant Superintendent for:		Administrative Assistant	12,600	...	...
					Business Services	22,120				
					Personnel Services	20,500				
					Instructional Services	20,350				
					Library Services	23,994				
IDAHO	Superintendent	18,000	Deputy Superintendent	15,000	Assistant Superintendent for:		Administrative Assistant	12,900	Same as positions shown in columns 6 and 7	...
					Instructional Services	14,580				
					General Services	13,980				
					Finance and Administration	13,980				
ILLINOIS	Superintendent	30,000	Deputy Superintendent	27,900 (max.)	Associate Superintendent	2@ 25,500 (max.)	Administrative Assistants	1@ 15,160 (max.)	Finance	22,200 (max.)
					Assistant Superintendent	12@ 24,000 (max.)		2@ 16,200 (max.)		
INDIANA ..... (Continued on next page)	Superintendent	18,000	Deputy Superintendent	17,040	Assistant Superintendent for:		...	...	Special Education	15,720
					Finance	16,320			School Finance	14,520
					Field Services	16,320			Departmental and Federal Accounting	15,720
					Adult and Vocational Education	16,320			School Inspection	13,380
					Instructional Services	16,320			Instructional Media	14,520

TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Chief state school officer		Deputy chief state school officer(s)		Associate or assistant chief state school officer(s)		Administrative assistant(s) to chief state school officer		Directors of major divisions	
	Title	Salary	Title (or function)	Salary	Title (or function)	Salary	Title	Salary	Function	Salary
1	2	3	4	5	6	7	8	9	10	11
INDIANA ..... (Continued)									Schoolhouse Planning	$13,920
									Teacher Education and Certification	13,920
									Pupil Personnel Services	15,120
IOWA	Superintendent	$23,000	...	...	Associate Superintendent for:		Administrative Assistant	$18,500	Midwest States Project	18,011
					Professional Education	$19,173			Administrative Finance	17,513
					Pupil Personnel	18,177			Transportation	17,015
					Career Education	18,177			Teacher Education and Certification	16,185
					Assistant Superintendent for:				Curriculum	17,513
					Administration	19,173			Supervision	17,015
					Instruction	19,320			Special Education	17,015
									Rehabilitation Education and Services	18,177
									Career Education	17,015
									Instructional Services	17,513
KANSAS	Commissioner	27,500	...	...	Assistant Commissioner for:		...	....	Same as positions shown in columns 6 and 7	...
					Accreditation, Certification and Adult Education	18,060				
					Administrative Services	18,060				
					Central Administration	18,060				
					Instructional Services	18,060				
					Vocational-Technical Education	18,060				
KENTUCKY	Superintendent	20,000	Deputy Superintendent	$18,588	Assistant Superintendent for:		Executive Assistant	10,344	Same as positions shown in columns 6 and 7	...
					Administration and Finance	17,700				
					Instruction	17,700				
					Vocational Education	17,700				
					Rehabilitation	17,700				
					Pupil Personnel	17,700				
					State/Federal Relations	17,700				
LOUISIANA	Superintendent	26,530	...	...	Executive Assistant Superintendent	23,500	...	...	Administration and Finance	9@ 13,589[a]/
					Assistant Superintendent for:				Curriculum and Instruction	10@ 13,715[a]/
					Administration and Finance	23,500			Vocational Education	11@ 13,127[a]/
					Curriculum and Instruction	23,000			Vocational Rehabilitation	4@ 14,300[a]/
					Office Services	23,000				
					Vocational Education	23,000				
					Vocational Rehabilitation	23,000				
MAINE	Superintendent	20,000	No data	...	No data	...	No data	...	No data	. .
MARYLAND	Superintendent	32,500	Deputy Superintendent	27,500	Associate Superintendent for:		Executive Assistant	15,916	Compensatory, Urban and Supplementary Programs	21,000
					Educational Programs	26,000			Instructional Television	21,000
					Administrative Services	26,000			Library Development and Services	21,000
					Assistant Superintendent for:					
					Planning, Research and Evaluation	23,000				
					Vocational Rehabilitation	23,000				
					Certification and Accreditation	23,000				
					Vocational and Technical Education	23,000				
					Instruction	23,000				
MASSACHUSETTS . (Continued on next page)	Commissioner	30,000	Deputy Commissioner	26,600	Associate Commissioner for:		Administrative Assistant	14,500	Special Education	18,866
					Administration and Personnel	24,500			Elementary and Secondary Education	17,943
					Curriculum and Instruction	24,500			Curriculum Innovation	17,943
					Occupational Technical Education	24,500			School Building Assistance	18,866
									Library Extension	15,290

1	2	3	4	5	6	7	8	9	10	11
MASSACHUSETTS . (Continued)					Research and Development	$22,500			Business Agent	$17,942
					School Facilities	22,500			Adult Education	16,151
					State and Federal Assistance	22,500			General Counsel	17,076
MICHIGAN	Superintendent	$30,000	Deputy Superintendent	$22,500	Associate Superintendent for:		...	...	Department Services	22,759
					Administrative Services	25,338			School Management Services	19,122
					Educational Services	28,814			Curriculum	22,759
					Higher Education	28,814			Special Education	22,759
					Research	24,743			School for the Blind	22,759
					Assistant Superintendent for:				School for the Deaf	22,759
					Management Program Content	24,743			Teacher Education and Certification	22,759
					Federal Programs	24,456			Financial Aids to Students	21,744
					Vocational Rehabilitation	24,200			Planning	22,759
									Library Services	22,759
									Vocational Education	22,759
MINNESOTA	Commissioner	23,500	...	...	Assistant Commissioner for:		Administrative Assistant	$20,520	...	...
					Administration	26,000				
					Instruction	26,000				
					Vocational-Technical Education	18,972				
					Vocational Rehabilitation and Special Education	22,188				
					Planning and Development	20,520				
MISSISSIPPI ...	Superintendent	16,000	...	...	Assistant Superintendent for Administration	15,000	...	...	Instruction	15,000
									Junior Colleges	15,000
									Administration and Finance	15,000
									Buildings and Transportation	15,000
									Vocational Education	15,000
									Crippled Children	15,000
									School Health Service	15,000
									Vocational Rehabilitation	15,000
MISSOURI	Commissioner	28,008	Deputy Commissioner	22,500	Assistant Commissioner for:		Administrative Assistant and Secretary to Board	11,400	b/	...
					Administration	19,092				
					Instruction	19,092				
					Vocational Education	19,092				
					Special Services	19,092				
MONTANA	Superintendent	13,750	...	...	Assistant Superintendent	2@ 17,000	Executive Assistant	18,250	School Educational Program - General	18,750
									School Educational Program - Financial	15,000
									Internal Educational Program	11,750
									Vocational and Occupational Skills	16,000
									Basic Skills	15,500
									Academic and Professional Skills and Research, Planning, Development and Evaluation	18,750
NEBRASKA	Commissioner	19,000	Deputy Commissioner	16,100	Assistant Commissioner for:		...	...	Same as positions shown in columns 6 and 7	
					Instructional Services	16,400				
					Vocational Education	16,200				
					Rehabilitation Services	14,220				
					Deputy Assistant Commissioner for:					
					Instructional Services	14,100				
					Vocational Education	12,600				
					Rehabilitation Services	13,000				
NEVADA	Superintendent	22,080	Deputy Superintendent	17,644	Associate Superintendent for:		...	...	Curriculum and Instruction	15,490
					Fiscal Affairs	16,560			Vocational-Technical and Adult Education	15,490
					Educational Services	16,781			Nevada Western States Small Schools Project	16,270
					Operations - Internal, Federal and Professional Standards	14,749			Federal Relations and Programs	15,490
					Assistant Superintendent for South Nevada	16,781				

TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Chief state school officer		Deputy chief state school officer(s)		Associate or assistant chief state school officer(s)		Administrative assistant(s) to chief state school officer		Directors of major divisions	
	Title	Salary	Title (or function)	Salary	Title (or function)	Salary	Title	Salary	Function	Salary
1	2	3	4	5	6	7	8	9	10	11
NEW HAMPSHIRE	Commissioner	$20,748	Deputy Commissioner	$17,784	...	...	...	...	Administration	$15,900
									Instruction	15,900
									Vocational Rehabilitation	15,900
									Vocational Education	15,900
NEW JERSEY	Commissioner	38,000	Deputy Commissioner	26,204	Assistant Commissioner for:		County Superintendents	21@$20,396 [a]		
					Research, Planning and Evaluation	$25,870			State Library, Archives and History	24,639
					Business and Finance	26,948			State Museums	24,208
					Vocational Education	26,032			School for Deaf	21,509
					Curriculum and Instruction	26,144				
NEW MEXICO	Superintendent	22,000	...	...	...	...	...	...	...	...
NEW YORK	Commissioner	45,000	Executive Deputy Commissioner	37,275	Associate Commissioner for:					
			Deputy Commissioner for Legal Affairs	34,650	Urban Education	31,238	Executive Assistant	22,895	Public Information	23,678
					Research and Evaluation	31,238	Secretary to Board of Regents	21,386	Education Research	22,630
					Elementary, Secondary and Adult Education	31,238	Administrative Assistant	17,903	Educational Evaluation	20,953
			Deputy Commissioner for Education	34,650	Educational Finance and Management	34,650			Information Center on Education	20,593
					Higher Education	31,238			International Programs and Services	24,931
			Deputy Commissioner for Higher Education	34,650	Science Technology and Professional Education	31,238			Education Department Accounts	19,345
					Cultural Education	31,238			Electronic Data Processing	22,630
					Assistant Commissioner for:				Center on Innovation in Education	25,313
					Administrative Services	26,321			Vocational Rehabilitation	22,182
					Educational Finance	26,321			Division Educational Testing	22,630
					Examinations and Scholarships	26,321			Curricular Development	25,020
					Higher Education	26,321			Humanities and the Arts	20,593
					Higher Education Planning	26,321			Health, Physical Education and Recreation	21,760
					State Libraries	26,321			Occupational Education	22,630
					Long-range Planning	26,321			Special Occupational Services	22,630
					Professional Education	26,321			Occupational Education Supervision	20,593
					Research and Evaluation	26,321			Continuing Education	22,630
					Occupational Education	26,321			Pupil Personnel Services	23,309
					State Museum and Science Services	26,321			Handicapped Children	22,630
					State History	26,321			School Supervision	21,807
					Educational Administration and Supervision	26,321			School Business Management	20,593
					Instructional Services	26,321			Educational Facilities Planning	25,020
					Compensatory Education	26,321			Educational Finance	25,020
					Pupil Personnel Services	26,321			Higher Education	25,311
									Teacher Education and Certification	21,879
									Higher Education Facilities Planning	27,605
									Higher Education Administrative Services	23,775
									Professional Liscensing	23,790
									Professional Conduct	21,720
									Intercultural Relations in Education	21,945
									Educational Communications	22,630
NORTH CAROLINA	Superintendent	26,000	No data	...	No data	...	No data	...	No data	...

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1	2	3	4	5	6	7	8	9	10	11
NORTH DAKOTA ..	Superintendent	$16,000	Deputy	$14,400	Associate Commissioner for:					
					Instruction	$14,400	Administrative Assistant	$12,900	Guidance	$12,600
					Finance and Research	14,400			Teacher Certification	12,300
									Secondary Education	12,600
									Elementary Education	12,600
									Special Education	14,400
									School Construction	12,300
OHIO	Superintendent	40,000	Deputy Superintendent	24,960	Assistant Superintendent for:		...	...	Planning and Development	17,888
					Department Services	23,171			Certification	19,718
					Administration	22,609			Instructional Materials	19,718
					Instruction	22,609			Computer Services	17,056
					Urban Education	22,609			School Finance	18,803
					Vocational Rehabilitation	22,609			District Organization	18,803
									Elementary and Secondary Education	18,803
									Special Education	17,888
									Federal Programs	19,718
									Guidance and Testing	19,718
									Vocational Education	19,718
OKLAHOMA	Superintendent	19,500	Deputy Superintendent	18,500	Assistant Superintendent for:		...	...	Same as positions shown in columns 6 and 7	...
					Finance	16,560				
					Instruction	16,560				
					Federal Programs	16,560				
OREGON	Superintendent	24,000	Deputy Superintendent	21,036	Assistant Superintendent for:		Administrative Assistant	19,068	Student Services and Community College General Education	18,156
					General, Special and Teacher Education	21,036				
					Community Colleges, Career Education and Instructional Technology	20,028			Career Education	18,156
									Special Education	18,156
					Management Services and Program Support	20,028			Personnel and Community Relations	18,156
									Educational Fiscal Management	17,292
									Auxiliary Services	18,156
									Federal and Temporary Projects	18,156
PENNSYLVANIA ..	Secretary of Education	30,000	Deputy Secretary	27,697	Assistant Commissioner for:		Administrative Officer	19,664	Research and Statistics	26,367 (max.)
			Commissioner for Higher Education	29,992	Higher Education	21,672				
					Higher Education - Staff Director	25,115			Administrative Services	22,768
			Commissioner for Basic Education	29,992					State Librarian	19,664
					Basic Education - Programs and Services	22,768			Career Development	16,170
									Federal Programs	17,839
					Basic Education - Staff Director	25,115			Public Information and Publications	18,725
					Basic Education - School Administration	23,915			Legislative Services	16,978
RHODE ISLAND ..	Commissioner	23,000	Deputy Commissioner	16,770	Associate Commissioner for:		...	...	Administrative Services	16,260
					Instructional Services	18,642			Vocational Education	12,588
					Research and Planning	15,080			School Lunch Services	9,932
					Vocational Education	15,080			Vocational Rehabilitation	15,132
									Adult Education	9,152
SOUTH CAROLINA	Superintendent	20,000	Deputy Superintendent for:		...	...	...	...	General Education	17,350
									Vocational Education	17,350
			Administration and Planning	19,926						
			Finance and Operations	19,926						
			Instruction	19,926						
SOUTH DAKOTA .. (Continued on next page)	Superintendent	15,000	Deputy Superintendent	14,900	Associate Superintendent for: Planning	14,800	Executive Assistant	10,300	Pupil Personnel	11,460
					Assistant Superintendent for: Instructional Services	18,000				

TABLE 1.--SALARIES PAID CHIEF STATE SCHOOL OFFICERS, DEPUTY, ASSOCIATE, AND ASSISTANT CHIEFS, ADMINISTRATIVE ASSISTANTS, AND DIRECTORS OF MAJOR DIVISIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Chief state school officer		Deputy chief state school officer(s)		Associate or assistant chief state school officer(s)		Administrative assistant(s) to chief state school officer		Directors of major divisions	
	Title	Salary	Title (or function)	Salary	Title (or function)	Salary	Title	Salary	Function	Salary
1	2	3	4	5	6	7	8	9	10	11
SOUTH DAKOTA .. (Continued)					Federal Programs	$14,400				
					Vocational Rehabilitation	14,220				
					Administration	13,600				
					Educational Services	13,000				
TENNESSEE	Commissioner	$25,000	Deputy Commissioner	$18,840	Assistant Commissioner for:		...	...	Librarian and Archivist	$18,240
					Higher Education	20,040			School Plant and Transportation	15,360
					Special Services	18,240			Finance and Administrative Services	15,360
					Vocational-Technical Education	18,240				
					Elementary and Secondary Education	17,640				
					Vocational Rehabilitation	17,000				
					Finance and Legal Affairs	16,440				
TEXAS	Commissioner	27,500	Deputy Commissioner	25,000	Assistant Commissioner for:		...	...	Internal Management	14,628
					Administration	19,500			Personnel and Staff Development	17,244
					Education Service Centers	19,500			Management Information Center	15,624
					International and Bilingual Education	19,500			Research	13,692
					Instruction	19,500			Program Planning	14,628
					Special Education	19,500			Assessment and Evaluation	15,624
					Planning	19,500			Dissemination	14,628
					Occupational Education and Technology	19,500			Planning Resources	15,108
					Investments	19,500			Instructional Materials and Textbooks	16,140
									Finance	17,500
									Program Development	15,624
									School Accreditation	15,108
									Teacher Education and Certification	14,628
									Guidance Services	14,148
									Vocational Education	15,624
									Special Education	15,108
									Special Schools - Business Management	17,000
									Program Funds Management	15,108
UTAH	Superintendent	26,400	Deputy Superintendent for:		...	...	Administrative Assistant for:		Research and Innovations	17,040
			Administration	20,712			Administration	$16,236	Elementary and Secondary Education	17,040
			Instruction	20,712			Planning	15,468	Special Education	17,040
									Instructional Media	17,040
									Auxiliary Services	17,040
									Vocational Rehabilitation	18,792
									Teacher Certification and Personnel	16,236
									School Food Services	16,236
									Vocational Education	16,632
VERMONT	Commissioner	23,905	Deputy Commissioner	17,600	...	...	...	...	Departmental Services	12,974
									Curriculum of Instructional Services	16,900
									School Construction	14,612
									Teacher Education, Certification and Placement	14,700
									Vocational-Technical Education	16,400
									Special Education - Handicapped	15,184
VIRGINIA ..... (Continued on next page)	Superintendent	26,000	Deputy Superintendent	22,400 (max.)	Assistant Superintendent for:		Special Assistant for:		Elementary and Special Education	18,700 (max.)
					Administration and Finance	21,400 (max.)	Federal Programs	19,600 (max.)	Secondary Education	18,700 (max.)
					Instruction	21,400 (max.)	School Evaluation	19,600 (max.)	Research and Statistics	18,700 (max.)

1	2	3	4	5	6	7	8	9	10	11
VIRGINIA (Continued)									Special Services	$18,700 (max.)
									Teacher Education	18,700 (max.)
									Vocational Education	18,700 (max.)
WASHINGTON	Superintendent	$22,500	No data	...	No data	...	No data	...	No data	...
WEST VIRGINIA .	Superintendent	22,500	Deputy Superintendent	$21,180	Assistant Superintendent for:		...	...	Teacher Certification	13,380
					Services	$16,980			Exceptional Children	15,180
					Instruction and Curriculum	16,980			Safety and Driver Education	13,980
					Vocational Education	16,980			Title I, E.S.E.A.	13,980
					Administration	15,180			Title III, E.S.E.A.	15,180
									School Lunch	13,980
WISCONSIN	Superintendent	21,500	Deputy Superintendent	22,500	Assistant Superintendent for:		Executive Assistant	$12,000	Same as positions shown in columns 6 and 7	...
					Administrative Services	16,872				
					Financial Services	20,388				
					Handicapped Services	20,508				
					Instructional Services	20,388				
					Field Services	20,508				
					Library Services	20,388				
WYOMING	Superintendent	15,000	...	...	Assistant Superintendent for Administration	14,940	...	...	Business and Finance	14,748
									Research and Development	13,080
									Instructional Services	13,644
									Occupational Education	14,628
CANAL ZONE	Superintendent	29,000	Deputy Superintendent	24,153	Assistant Superintendent for:		Administrative:		...	...
					U.S. Elementary Schools	19,000	Officer	17,478		
					U.S. Secondary Schools	22,350	Assistant	10,718		
					Latin American Schools	15,933				
PUERTO RICO ...	Secretary of Public Instruction	19,000	Under Secretary for:		Assistant Secretary for:		Administrative Assistant for:		School Planning	13,200
			Administration	16,000	Planning and Development	15,000			Research and Evaluation	13,200
					Regular School Program	14,400	Teachers' Problems	12,000	English Program	15,540
			Teaching Affairs	15,900	Community Relations	12,600	Administrative Problems	12,000	Educational Development	13,200
					Vocational and Technical Education	15,000	Planning	12,000		
					Personnel Administration	12,600	Academic Affairs	12,000		
					Adult Program	15,000				
					Finances	15,000				
					General Services	15,000				

a/ Salaries shown are averages of minimum and maximum rates.
b/ Shown elsewhere in report.

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	School and program accreditation	Intermediate units	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Civil and human rights	Planning and evaluation	Research and statistics	Publications	Public relations[a/]	Information and dissemination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
ALABAMA	4: 1@$13,388 3@ 11,775	...	...	...	...	...	...	...	4: 1@$11,176 1@ 11,092 1@ 9,717 1@ 7,060	1@$ 9,920	...	...	1@$14,525
ALASKA	...	...	...	...	5: 1@$19,020 3@ 16,944 1@ 13,596	2: 1@$19,020 1@ 14,628	...	...	2: 1@ 20,172 1@ 19,020	...	...	1@$14,628	...
ARIZONA	...	...	...	...	10: 6@ 13,812 4@ 11,508	2: 1@ 12,228 1@ 11,508	...	...	1@ 12,372	...	...	...	...
ARKANSAS (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
COLORADO	2: 1@ 14,568 1@ 10,032	1@$14,064	...	...	8: 1@ 17,088 1@ 15,072 2@ 14,568 1@ 14,064 2@ 13,560 1@ 11,544	3: 1@ 16,584 1@ 15,576 1@ 13,560	3: 1@$15,072 1@ 14,064 1@ 10,032	2: 1@$15,072 1@ 14,064	3: 1@ 14,568 1@ 13,560 1@ 13,056	...	...	1@ 12,552	
CONNECTICUT ..	3: 1@ 18,648 1@ 13,299 1@ 11,691	19: 5@ 21,117 3@ 19,757 1@ 18,397 1@ 17,037 2@ 16,917 3@ 16,381 1@ 15,309 3@ 14,773	...	...	8: 1@ 18,648 2@ 18,071 1@ 16,917 1@ 14,773 1@ 14,237 1@ 15,778 1@ 10,920	1@ 18,124	...	8: 1@ 18,009 2@ 17,451 1@ 11,907 1@ 9,601 2@ 15,309 1@ 14,773	1@ 16,698	...	2: 1@$16,917 1@ 14,237	1@ 14,582	1@ 16,340
DELAWARE	...	...	...	...	5: 1@ 15,280 1@ 14,580 1@ 14,560 1@ 12,660 1@ 11,280	...	...	3: 1@ 15,760 1@ 14,100 1@ 13,800	3: 1@ 15,060 1@ 14,380 1@ 9,840	...	...	4: 2@ 10,920 1@ 7,680 1@ 6,720	...
FLORIDA	6: 1@ 20,172 1@ 15,564 1@ 14,760 1@ 14,256 1@ 8,544 1@ 8,136	...	...	...	...	...	...	2: 1@ 2,451 1@ 16,740	5: 1@ 24,024 1@ 18,816 1@ 14,772 1@ 13,176 1@ 12,564	3: 1@ 16,416 1@ 12,564 1@ 7,464	4: 1@ 16,380 1@ 13,752 1@ 11,964 1@ 9,240	...	...
GEORGIA	3: 1@ 16,908 1@ 17,748 1@ 13,248	10: 6@ 14,604 4@ 12,612	...	...	12: 1@ 16,908 1@ 16,104 1@ 13,908 6@ 12,012 1@ 11,436 1@ 10,896 1@ 8,976	...	4: 1@ 16,104 3@ 10,896	4: 1@ 16,908 1@ 16,104 2@ 10,380	8: 1@ 15,336 1@ 14,604 1@ 8,976 4@ 8,544 1@ 7,032	6: 2@ 9,888 1@ 9,420 1@ 8,976 1@ 8,544 1@ 7,380	7: 1@ 14,604 1@ 11,436 1@ 10,896 1@ 10,380 1@ 8,976 1@ 7,032 1@ 6,072	3: 1@ 13,248 1@ 10,896 1@ 9,888	...
HAWAII	1@ 19,044	...	...	...	5: 1@ 19,046 1@ 17,789 1@ 15,576 1@ 15,469 1@ 14,908	...	...	11: 1@ 18,601 1@ 17,016 1@ 16,278 2@ 15,469 1@ 15,189 1@ 14,807 2@ 13,573 1@ 12,454 1@ 10,718	2: 1@ 15,469 1@ 12,740	1@ 10,585	...	...	...
IDAHO	1@ 13,380	...	...	...	4: 1@ 12,780 1@ 12,360 1@ 11,280 1@ 10,540	1@ 9,960	...	...	1@ 11,280	1@ 12,780	...	1@ 10,560	...

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program accreditation	Intermediate units	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Civil and human rights	Planning and evaluation	Research and statistics	Publications	Public relations[a/]	Information and dissemination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
ILLINOIS (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
INDIANA	3@$12,300	...		...	3: 1@$13,380 1@ 12,840 1@ 12,300	1@$13,380	2@$12,300	...	4@$12,300	1@$12,300	...	1@$12,300	...
IOWA	...	4@$14,317	2: 1@$13,363 1@ 12,000	...	8: 1@ 16,849 2@ 12,450 1@ 15,106 1@ 14,276 1@ 15,853 1@ 14,608 1@ 14,110	...	...	2: 1@$14,110 1@ 10,077	...	3: 2@ 14,110 1@ 10,956	...	2: 1@ 16,351 1@ 10,790	1@$15,106
KANSAS	7: 2@ 13,560 2@ 12,924 1@ 12,824 1@ 12,324 1@ 11,784	...	...	...	9: 1@ 13,560 1@ 12,824 2@ 12,324 2@ 11,784 1@ 10,743 1@ 10,577 1@ 10,174	...	...	3: 1@ 10,254 1@ 9,330 1@ 6,387	5: 1@ 12,054 1@ 10,248 1@ 9,704 1@ 8,892 1@ 8,484	1@ 8,088	...	2: 1@ 12,924 1@ 10,909	3: 1@ 12,824 1@ 12,924 1@ 10,660
KENTUCKY	8: 1@ 11,412 2@ 10,872 2@ 10,344 2@ 9,852 1@ 9,384	...	...	...	11: 1@ 11,412 3@ 10,872 3@ 10,344 2@ 9,852 1@ 7,716 1@ 6,672	1@ 11,412	3: 1@ 13,200 1@ 10,344 1@ 9,384	2: 1@ 12,576 1@ 11,976	8: 3@ 13,860 1@ 12,576 1@ 11,976 1@ 10,872 1@ 10,344 1@ 9,384	2: 1@ 8,520 1@ 7,716	...	3: 1@ 11,976 1@ 10,872 1@ 9,384	...
LOUISIANA (incomplete data)	...	...	...	...	...	...	...	...	...	...	...	...	...
MAINE (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
MARYLAND	9: 1@ 17,524 3@ 16,235 2@ 15,916 1@ 14,719 1@ 14,183 1@ 12,357	5: 1@ 21,000 1@ 17,524 3@ 16,843	1@ 12,357	...	4: 1@ 17,524 1@ 16,843 1@ 15,603 1@ 13,099	1@ 14,719	2: 1@ 15,916 1@ 13,885	10: 1@ 16,843 2@ 15,916 1@ 15,603 1@ 14,719 4@ 12,357 1@ 12,165	8: 1@ 17,524 1@ 17,180 1@ 16,843 1@ 14,183 1@ 13,380 1@ 13,339 1@ 13,099 1@ 12,357	2@ 13,885	...	3: 1@ 17,810 1@ 15,916 1@ 11,233	16: 1@ 21,000 1@ 17,524 2@ 15,916 1@ 15,603 1@ 15,553 1@ 14,183 2@ 13,885 1@ 13,339 1@ 13,099 1@ 12,622 1@ 12,357 1@ 11,907 2@ 11,090
MASSACHUSETTS.	...	...	...	...	4@ 12,870	1@ 10,109	...	...	6@ 16,154	1@ 9,732	3: 2@ 12,706 1@ 11,240	3: 2@ 12,082 1@ 11,240	...
MICHIGAN	4: 1@ 17,581 3@ 16,245	...	...	...	...	...	5: 1@ 19,272 1@ 16,245 1@ 14,887 1@ 13,426 1@ 11,171	7: 1@ 19,669 2@ 16,245 1@ 15,723 1@ 13,196 1@ 12,424 1@ 9,897	15: 3@ 17,268 2@ 16,245 2@ 15,451 1@ 14,887 4@ 14,658 1@ 11,985 1@ 9,897 1@ 8,853	5: 1@ 20,734 1@ 13,656 1@ 10,816 1@ 9,772 1@ 7,997	...	2: 1@ 19,669 1@ 12,048	5: 1@ 16,391 1@ 15,430 1@ 10,858 2@ 9,145
MINNESOTA	2: 1@ 18,972 1@ 14,424	...	...	...	16: 1@ 20,520 1@ 18,972 1@ 18,240 1@ 17,544 3@ 16,872 2@ 15,600 1@ 15,000 2@ 13,344 1@ 9,744 2@ 9,012 1@ 8,004	1@ 15,000	4: 1@ 17,544 1@ 14,424 1@ 11,400 1@ 8,004	12: 1@ 18,972 1@ 16,224 3@ 15,600 1@ 13,872 3@ 13,344 1@ 12,828 1@ 12,336 1@ 8,664	4: 1@ 20,520 2@ 12,828 1@ 9,744	2: 1@ 13,344 1@ 8,004	1@ 11,400	...	21: 1@ 15,000 1@ 16,872 2@ 14,424 1@ 10,956 1@ 10,536 2@ 10,128 2@ 9,744 3@ 9,012 7@ 8,328 1@ 8,004

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program accreditation	Intermediate units	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Civil and human rights	Planning and evaluation	Research and statistics	Publications	Public relations[a/]	Information and dissemination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
MISSISSIPPI ..	...	...	...	...	14: 1@$14,000 1@ 13,500 4@ 13,000 2@ 12,500 3@ 10,500 2@ 10,000 1@ 9,500	...	...	1@$13,000	1@$12,000	...	2: 1@$11,500 1@ 10,500	1@$12,500	1@$13,000
MISSOURI	12: 1@$13,380 1@ 11,976 1@ 11,400	...	...	12: 1@$14,412 1@ 12,600 1@ 12,552 1@ 11,796 6@ 11,400 1@ 8,400 1@ 8,136	14: 2@ 12,108 1@ 11,400	2: 1@$12,108 1@ 10,200	...	...	...	...	...	...	...
MONTANA	1@ 15,500	...	...	...	1@ 11,000	...	...	...	5: 1@ 17,000 1@ 16,875 1@ 15,000 1@ 13,000 1@ 10,000	1@$10,000	...	1@ 8,250	14: 1@ 15,500 1@ 15,300 1@ 14,500 1@ 14,250 1@ 13,750 1@ 12,592 1@ 12,000 1@ 11,925 1@ 8,320 1@ 8,000 1@ 7,750 1@ 7,500 2@ 7,000
NEBRASKA	4: 1@ 12,960 2@ 11,820 1@ 11,460	...	...	...	4: 1@ 12,780 1@ 11,820 1@ 11,640 1@ 9,780	...	3: 1@$12,450 2@ 11,280	...	1@ 11,280	2: 1@ 11,100 1@ 7,980	1@ 10,980	1@ 8,400	...
NEVADA	...	...	...	...	2@ 14,040	...	...	...	2: 1@ 12,734 1@ 8,619	1@ 11,551	...	...	...
NEW HAMPSHIRE.	...	1@$12,486	...	...	2: 1@ 13,374 1@ 12,486	...	...	1@ 15,900	2: 1@ 14,983 1@ 14,405	2: 1@ 18,970 1@ 12,839	...	1@ 12,486	1@ 10,010
NEW JERSEY[b/] .	3: 1@ 23,057 1@ 20,910 1@ 18,970	...	...	3: 1@ 23,057 1@ 20,910 1@ 18,970	4: 1@ 23,057 1@ 20,910 1@ 18,970 1@ 12,839	...	3: 1@ 23,057 1@ 20,910 1@ 12,839	3: 1@ 23,057 1@ 20,910 1@ 18,970	2: 1@ 23,057 1@ 18,970	...	...	...	...
NEW MEXICO (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
NEW YORK[c/] ...	...	...	11: 2@$19,914 1@ 17,360 1@ 16,430 1@ 16,520 1@ 15,970 1@ 14,845 1@ 13,270 1@ 8,584 1@ 8,262 1@ 7,800	...	...	...	1@ 19,235	38: 1@ 20,953 1@ 19,235 1@ 18,585 1@ 17,654 1@ 17,760 1@ 17,042 2@ 16,180 1@ 15,895 3@ 15,590 1@ 14,850 2@ 14,845 1@ 14,779 1@ 14,721 1@ 13,595 1@ 13,090 1@ 11,244 1@ 10,734 1@ 10,730 2@ 10,576 1@ 9,800 1@ 9,660 1@ 9,530 1@ 9,228 1@ 8,906 4@ 8,584 2@ 8,262 3@ 7,800	35: 1@ 19,490 1@ 17,654 1@ 17,564 3@ 16,430 1@ 15,615 1@ 15,370 3@ 14,845 1@ 14,294 1@ 14,320 3@ 13,270 1@ 13,090 1@ 12,955 2@ 12,585 2@ 11,244 2@ 10,820 1@ 10,576 1@ 10,188 1@ 9,660 1@ 8,906 2@ 8,584 4@ 7,800 1@ 7,705	1@ 18,150	2: 1@ 25,311 1@ 15,590	13: 1@ 20,953 1@ 19,490 1@ 17,315 1@ 12,585 1@ 12,466 1@ 10,964 1@ 10,326 2@ 9,550 1@ 8,044 1@ 8,263 1@ 7,550 1@ 7,705	1@ 19,914

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program accreditation	Intermediate units	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Civil and human rights	Planning and evaluation	Research and statistics	Publications	Public relations[a/]	Information and dissemination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
NORTH CAROLINA (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA .	2@$12,600	...	...	...	...	3: 1@$14,400 1@ 11,400 1@ 6,000	...	...	3: 1@$14,400 1@ 11,400 1@ 6,000	...	...	...	...
OHIO	1@ 15,600	...	2: 1@$15,600 1@ 12,480	...	3: 1@$16,328 2@ 14,976	...	...	5: 1@$14,352 1@ 13,728 3@ 13,104	...	1@$13,104	...	...	...
OKLAHOMA	20: 1@ 12,660 1@ 10,800 18@ 10,260	...	...	...	3@ 11,400	...	2: 1@$11,400 1@ 10,260	1@ 11,400	1@ 9,000	...	...	1@$ 9,720	...
OREGON	4: 2@ 15,684 1@ 14,232 1@ 8,736	1@$14,232	...	...	4: 1@ 15,684 3@ 14,232	...	...	5: 3@ 15,684 2@ 12,288	7: 1@ 15,684 2@ 10,104 1@ 9,624 1@ 8,316 1@ 7,920 1@ 6,516	2: 1@ 13,548 1@ 7,548	4: 1@$15,684 1@ 14,232 1@ 12,288 1@ 11,136	1@ 12,288	...
PENNSYLVANIA .	2: 1@ 13,979 1@ 9,011	...	...	...	...	...	2: 1@ 15,387 1@ 13,301	...	33: 1@ 17,839 3@ 16,170 1@ 14,657 2@ 13,301 5@ 12,075 1@ 10,432 1@ 9,011 1@ 16,978 1@ 15,387 2@ 13,979 2@ 12,675 2@ 11,501 4@ 9,923 2@ 7,772 4@ 7,407 1@ 7,055	...	3: 1@ 13,979 1@ 12,075 1@ 11,501	...	...
RHODE ISLAND .	1@ 11,900	...	1@ 11,024	...	1@ 11,908	...	...	...	1@ 11,466	...	...	1@ 12,064	...
SOUTH CAROLINA	...	...	...	...	8: 1@ 16,330 1@ 14,459 1@ 14,175 1@ 13,125 1@ 12,863 2@ 12,800 1@ 12,400	...	2: 1@ 15,900 1@ 13,000	...	8: 1@ 16,330 1@ 13,690 1@ 13,040 1@ 12,400 2@ 11,810 1@ 11,250 1@ 8,179	...	4: 1@ 14,000 1@ 11,687 1@ 9,480 1@ 8,348	...	...
SOUTH DAKOTA .	1@ 10,400	...	...	...	4: 1@ 12,900 1@ 12,200 1@ 12,000 1@ 10,000	1@ 7,560	...	1@ 12,000	3: 1@ 10,600 1@ 10,400 1@ 9,600	...	...	1@ 11,200	1@$12,180
TENNESSEE	22: 4@ 13,740 1@ 13,200 4@ 12,720 6@ 12,240 6@ 11,760 1@ 11,280	...	...	...	3: 1@ 13,200 1@ 12,240 1@ 11,280	1@ 13,200	3: 1@ 14,280 1@ 11,760 1@ 10,800	10: 1@ 15,360 3@ 12,720 1@ 12,240 2@ 11,760 3@ 11,280	1@ 13,200	5: 1@ 12,240 2@ 10,320 1@ 8,220 1@ 7,080	...	...	2: 1@ 12,720 1@ 11,760
TEXAS	7: 1@ 12,816 3@ 11,232 3@ 10,872	1@ 12,816	...	...	26: 1@ 14,148 6@ 12,816 1@ 11,616 6@ 11,232 6@ 10,872 1@ 10,512 1@ 8,916 2@ 7,812 1@ 7,560 1@ 7,080	9: 1@ 13,248 2@ 11,232 1@ 10,512 1@ 8,628 1@ 7,810 1@ 7,320 2@ 7,080	3: 1@ 12,816 2@ 12,000	12: 4@ 13,248 2@ 12,816 2@ 11,616 4@ 10,872	3: 1@ 10,872 1@ 7,812 1@ 6,852	5: 1@ 12,408 1@ 10,176 1@ 8,916 2@ 7,080	...	4: 1@ 12,816 1@ 12,000 1@ 11,232 1@ 10,872	3: 1@ 12,816 1@ 11,232 1@ 10,872

TABLE 2.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR ADMINISTRATION AND SPECIAL SERVICES, BY MAJOR FUNCTIONS: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	School and program accreditation	Intermediate units	Urban relations	Related institutions	Federal aids and grants	State aids and grants	Civil and human rights	Planning and evaluation	Research and statistics	Publications	Public relations[a/]	Information and dissemination programs	Other
1	2	3	4	5	6	7	8	9	10	11	12	13	14
UTAH	1@$10,272	...	...	...	4: 1@$14,388 1@ 14,040 1@ 11,856 1@ 11,028	...	...	1@$12,432	8: 1@$16,236 2@ 15,468 2@ 14,736 1@ 11,856 1@ 8,700 1@ 7,896	1@$11,856	...	...	...
VERMONT	2: 1@ 14,700 1@ 11,460	...	...	...	1@ 12,974	...	...	2: 1@ 14,630 1@ 13,930	2: 1@ 8,840 1@ 6,708	...	...	1@$ 8,164	1@$14,000
VIRGINIA[d/] ...	...	...	...	...	11: 2@ 15,000 7@ 13,728 1@ 18,700 1@ 10,992	...	...	2: 1@ 15,000 1@ 13,728	11: 3@ 15,000 2@ 13,728 3@ 10,032 2@ 12,528 1@ 15,000	...	...	4: 1@ 13,728 1@ 10,992 1@ 9,600 1@ 8,040	...
WASHINGTON (no data) ..	...	...	...	...	...	...	...	...	...	...	...	...	...
WEST VIRGINIA.	...	...	...	...	3: 1@ 15,180 1@ 13,980 1@ 12,180	...	...	2@ 18,180	1@ 16,620	2: 1@ 10,980 1@ 9,660	...	...	...
WISCONSIN	...	9: 2@$17,076 1@ 15,792 1@ 15,552 1@ 15,360 1@ 15,300 1@ 14,628 1@ 14,196 1@ 13,932	1@$15,732	...	6: 1@ 17,244 1@ 16,872 1@ 15,816 1@ 14,808 1@ 7,944 1@ 7,872	6: 1@$20,388 1@ 15,432 1@ 15,300 1@ 14,928 1@ 8,040 1@ 7,824	1@$15,300	1@ 13,400	2: 1@ 15,300 1@ 15,100	4: 1@ 14,050 1@ 8,300 1@ 7,139 1@ 6,204	1@$17,196	1@ 8,616	3: 1@ 17,160 1@ 15,120 1@ 14,988
WYOMING	1@ 13,080	...	...	...	3: 1@ 12,552 1@ 11,616 1@ 10,836	...	...	...	...	1@ 8,928	...	...	...
CANAL ZONE[e/] .	...	...	...	...	...	...	...	...	...	...	...	...	...
PUERTO RICO ..	5: 1@ 12,000 1@ 8,490 1@ 8,340 1@ 7,740 1@ 6,840	7: 1@ 12,000 3@ 9,600 1@ 8,900 1@ 8,800 1@ 7,800	...	...	5: 1@ 12,000 1@ 9,840 1@ 9,540 1@ 8,640 1@ 7,200	7: 1@ 13,200 4@ 9,600 2@ 9,000	...	6: 1@ 13,200 1@ 13,000 2@ 11,400 1@ 10,800 1@ 10,200	5: 1@ 10,800 1@ 9,300 1@ 6,900 1@ 5,900 1@ 5,040	7: 1@ 12,000 1@ 9,600 1@ 9,000 3@ 8,400 1@ 6,800	3: 1@ 9,840 1@ 9,000 1@ 7,440	...	...

a/ Includes relations with nonpublic schools.
b/ Incomplete data furnished; salaries shown are maximums.
c/ Not all reported positions are shown because of difficulty in identification of titles.
d/ Maximum salaries are shown here.
e/ No officers reported for these functions.

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Departmental accounting and auditing or general staff services	Accounting and auditing--financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
ALABAMA	...	...	...	...	...	...	...	3: 1@$12,722 1@ 11,358 1@ 11,120	1@$14,575	...	1@$13,975	...
ALASKA	3: 1@$18,912 1@ 14,628 1@ 12,636	...	...	...	...	...	1@$12,012	...	...	...	3: 1@ 16,944 1@ 15,744 1@ 11,796	...
ARIZONA	1@ 9,741	...	...	...	1@$10,296	...	1@ 8,952	...	...	...	1@ 13,812	...
ARKANSAS (no data)	...	...	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data)	...	...	...	...	...	...	...	...	...	...	...	...
COLORADO	2: 1@ 12,900 1@ 9,706	...	...	...	1@ 13,560	1@$14,568	1@ 7,888	...	1@ 14,064	...	5: 1@ 14,456 1@ 12,552 1@ 11,136 1@ 9,824 1@ 7,424	...
CONNECTICUT	...	2: 1@$13,967 1@ 11,456	...	...	2: 1@ 10,343 1@ 6,397	...	...	1@ 10,138	4: 1@ 14,565 1@ 14,773 1@ 12,731 1@ 11,907	...	...	...
DELAWARE	...	...	...	...	1@ 9,480	3: 1@ 12,660 1@ 11,700 1@ 10,620	...	1@ 14,580	1@ 14,580	...	3: 1@ 10,920 2@ 8,480	...
FLORIDA	5: 1@ 15,468 1@ 10,152 1@ 9,336 1@ 8,760 1@ 7,380	...	7: 1@$15,468 1@ 12,996 1@ 12,444 1@ 12,204 1@ 11,796 1@ 11,904 1@ 10,212	a/ 2: 1@$16,584 1@ 10,584	1@ 11,160	7: 1@ 21,960 1@ 14,904 1@ 13,920 1@ 11,904 1@ 11,004 1@ 10,920 1@ 10,404	1@ 8,268	1@ 11,880	7: 1@ 17,892 1@ 14,448 1@ 14,196 1@ 13,308 3@ 12,744	...	7: 1@ 16,572 1@ 14,544 1@ 12,984 1@ 11,844 1@ 11,316 1@ 11,220 1@ 11,100	...
GEORGIA	14: 1@ 16,908 1@ 16,104 2@ 13,248 1@ 12,612 2@ 12,012 1@ 11,436 2@ 9,888 1@ 9,420 1@ 8,976 1@ 8,544 1@ 6,696	7: 1@ 14,604 2@ 13,248 3@ 10,896 1@ 10,380	...	...	8: 1@ 13,248 1@ 11,436 2@ 10,896 2@ 9,888 1@ 9,420 1@ 8,136	...	2: 1@ 13,248 1@ 6,372	5: 1@ 14,604 1@ 12,012 1@ 11,436 2@ 10,380	2: 1@ 14,604 1@ 12,612	16: 1@$16,104 1@ 14,604 1@ 12,012 1@ 10,896 3@ 9,888 6@ 8,976 2@ 8,136 1@ 7,752	10: 1@ 17,748 1@ 13,248 1@ 12,012 2@ 11,436 1@ 10,896 4@ 8,976	...
HAWAII	5: 1@ 17,269 2@ 16,898 1@ 16,278 1@ 12,540	...	...	...	...	...	...	1@ 16,898	8: 1@ 18,473 2@ 17,448 1@ 16,898 1@ 14,807 1@ 13,574 1@ 12,528 1@ 9,372	...	...	...
IDAHO	...	...	1@ 8,400	...	...	...	...	...	...	...	1@ 12,720	...
ILLINOIS (no data)	...	...	...	...	...	...	...	...	...	...	...	...
INDIANA	...	...	2@ 12,300	...	...	2@ 12,300	...	...	4@ 12,300	...	...	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing--financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
IOWA	...	4: 1@$15,853 2@ 14,110 1@ 9,874	...	...	1@$14,110	...	...	1@$15,853	...	2: 1@$15,853 1@ 12,360	7: 1@$14,193 1@ 13,152 1@ 11,928 1@ 10,680 1@ 8,484 2@ 7,692	...
KANSAS	3: 1@$ 9,514 1@ 8,263 1@ 7,300	b/ 7: 1@ 10,494 4@ 9,780 1@ 9,324 1@ 7,546	...	...	2: 1@ 10,453 1@ 9,860	...	1@$ 8,484	...	2: 1@$14,165 1@ 11,784	...	...	...
KENTUCKY	2@ 10,344	11: 1@ 11,412 3@ 10,344 6@ 9,852 1@ 8,940	3: 1@$10,344 1@ 9,852 1@ 9,384	...	2: 1@ 11,412 1@ 8,940	1@$13,200	2: 1@ 10,872 1@ 6,996	1@ 13,200	4: 1@ 13,200 1@ 10,872 1@ 10,344 1@ 9,852	4: 2@ 9,852 1@ 8,520 1@ 7,344	11: 3@ 10,344 2@ 9,852 4@ 8,520 1@ 8,112 1@ 6,672	...
LOUISIANA (incomplete data)	...	...	...	...	...	...	...	...	...	...	...	...
MAINE (no data)	...	...	...	...	...	...	...	...	...	...	...	...
MARYLAND	1@ 17,180	3: 1@ 14,967 1@ 10,658 1@ 10,433	8: 1@ 13,417 1@ 12,895 1@ 12,622 1@ 12,918 2@ 11,958 1@ 9,842 1@ 8,947	...	2: 1@ 17,524 1@ 14,183	1@ 12,622	...	...	4: 1@ 16,235 1@ 15,916 2@ 15,603	...	...	2: 1@$13,885 1@ 11,907
MASSACHUSETTS c/.	36: average 10,841	...	...	...	...	...	...	...	6: average 11,787	3: average 12,055	4: average 11,500	1@ 16,684
MICHIGAN	2: 1@ 18,541 1@ 12,048	4: 1@ 16,391 1@ 13,196 1@ 9,897 1@ 9,688	6: 2@ 14,491 1@ 12,048 1@ 9,897 2@ 8,310	...	2: 1@ 16,453 1@ 10,273	1@ 13,196	2: 1@ 12,048 1@ 8,519	...	3: 1@ 17,581 1@ 14,887 1@ 14,157	...	7: 1@ 18,541 1@ 16,391 1@ 13,196 2@ 11,693 1@ 10,586 1@ 10,273	6: 1@ 19,272 1@ 16,245 1@ 15,451 1@ 14,491 1@ 9,145 1@ 8,519
MINNESOTA	7: 1@ 15,600 1@ 13,344 1@ 10,956 1@ 10,128 1@ 9,012 1@ 8,664 1@ 8,004	...	3: 2@ 9,372 1@ 8,664	...	1@ 9,372	...	...	1@ 10,956	2: 1@ 16,872 1@ 12,828	1@ 12,336	3: 1@ 15,600 1@ 14,424 1@ 12,828	...
MISSISSIPPI	8: 1@ 13,000 2@ 11,500 2@ 10,250 1@ 9,750 1@ 8,200 1@ 7,000	1@ 9,500	3: 1@ 11,000 1@ 10,500 1@ 9,500	...	4: 1@ 11,500 1@ 9,833 2@ 7,600	1@ 13,000	...	1@ 10,500	2: 1@ 13,000 1@ 11,500	...	8: 1@ 13,250 2@ 10,000 3@ 9,000 2@ 8,500	...
MISSOURI	...	...	...	...	...	...	...	...	1@ 12,108	...	7: 2@ 11,400 1@ 9,180 1@ 9,120 1@ 8,736 1@ 8,112 1@ 7,488	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing--financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
MONTANA	1@$11,750	...	...	...	1@$10,750	...	1@$ 6,800	...	...	1@$12,500	3: 1@$14,000 1@ 7,800 1@ 6,000	1@$ 6,050
NEBRASKA	1@ 11,500	2: 1@$11,460 1@ 9,600	1@$11,820	...	...	...	...	1@$11,280	1@$11,280	1@ 12,600	...	1@ 11,280
NEVADA	d/ 3@ 11,551	...	...	...	...	...	...	...	1@ 14,749	...	...	...
NEW HAMPSHIRE ..	1@ 9,018	...	...	...	...	...	...	...	1@ 12,924	...	1@ 10,186	...
NEW JERSEY e/ ...	...	3: 1@ 14,151 1@ 12,839 1@ 10,560	3: 1@ 14,151 1@ 12,839 1@ 10,560	3: 1@$23,057 1@ 20,910 1@ 18,970	2: 1@ 14,151 1@ 12,839	...	...	...	4: 1@ 23,057 1@ 20,910 1@ 18,970 1@ 12,839	1@ 12,839	...	...
NEW MEXICO (no data)	...	...	...	...	...	...	...	...	...	...	...	...
NEW YORK	25: 1@ 19,449 1@ 19,345 1@ 18,418 2@ 17,620 1@ 17,192 1@ 16,623 1@ 16,420 2@ 15,895 1@ 15,370 2@ 14,845 1@ 14,534 1@ 13,795 4@ 13,270 1@ 13,171 1@ 12,516 1@ 11,244 2@ 10,730 1@ 10,820	10: 1@ 21,525 2@ 15,895 1@ 14,320 1@ 14,020 2@ 13,270 1@ 13,795 1@ 10,820 1@ 8,584	11: 1@ 20,868 1@ 16,729 1@ 13,795 1@ 14,845 2@ 13,270 1@ 12,092 2@ 10,820 1@ 10,730 1@ 7,800	...	6: 1@ 12,585 1@ 10,964 1@ 10,188 1@ 9,550 2@ 8,584	...	...	...	19: 1@ 21,525 1@ 19,486 1@ 16,820 2@ 16,180 1@ 15,640 1@ 15,370 1@ 15,110 1@ 14,900 1@ 14,320 1@ 14,100 1@ 13,270 2@ 12,585 1@ 12,092 1@ 11,934 1@ 11,122 1@ 10,310 1@ 8,906	6: 1@ 15,640 1@ 12,860 1@ 12,608 1@ 12,292 1@ 11,709 1@ 10,233	42: 1@ 17,950 1@ 17,042 1@ 16,348 1@ 14,605 1@ 14,100 2@ 13,795 2@ 13,595 5@ 13,090 2@ 12,585 1@ 11,244 1@ 11,122 8@ 10,188 2@ 9,800 1@ 9,660 1@ 8,906 6@ 8,584 1@ 8,262 1@ 8,044 2@ 7,800 1@ 7,705 1@ 7,200	...
NORTH CAROLINA . (no data)	...	...	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA ...	6: 1@ 14,400 2@ 12,300 1@ 11,400 1@ 7,200 1@ 6,000	4: 1@ 14,400 1@ 11,400 1@ 7,200 1@ 6,000	2: 1@ 12,300 1@ 11,400	...	...	5: 1@$14,400 1@ 12,300 1@ 11,400 1@ 7,200 1@ 6,000	...	...	2: 1@ 12,300 1@ 7,080	5: 1@ 12,000 1@ 8,640 1@ 8,100 1@ 6,600 1@ 6,300	1@ 11,400	
OHIO	2: 1@ 15,600 1@ 9,360	1@ 12,480	3: 1@ 14,976 1@ 13,728 1@ 12,480	...	...	...	...	...	3: 1@ 16,328 1@ 14,976 1@ 14,352	...	2: 1@ 12,480 1@ 11,045	...
OKLAHOMA	1@ 11,400	b/ 12: 1@ 12,660 7@ 10,260 2@ 9,720 1@ 9,180 1@ 9,405	...	...	2: 1@ 10,260 1@ 9,720	3: 1@ 12,660 1@ 10,800 1@ 10,260	...	...	2: 1@ 11,400 1@ 10,260	...	1@ 13,380	...
OREGON	3: 1@ 14,232 1@ 10,104 1@ 8,316	...	...	...	2: 1@ 12,900 1@ 11,136	1@ 14,232	2: 1@ 11,700 1@ 9,624	...	2: 1@ 14,232 1@ 12,288	...	6: 1@ 14,940 2@ 11,700 2@ 9,624 1@ 8,316	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing—financial aids			Budgets and control		Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
		State	Federal	Other	Departmental	School districts						
1	2	3	4	5	6	7	8	9	10	11	12	13
PENNSYLVANIA ...	38: 1@$17,839 1@ 16,170 1@ 15,387 1@ 13,979 1@ 12,675 3@ 12,075 2@ 11,501 1@ 10,954 4@ 10,432 2@ 9,923 1@ 9,454 5@ 9,011 1@ 8,580 7@ 7,772 1@ 7,407 3@ 7,055 2@ 6,716 1@ 6,390	...	...	...	4: 1@$12,075 1@ 10,432 1@ 8,580 1@ 8,163	...	2: 1@$ 8,163 1@ 6,716	...	13: 1@$16,978 1@ 15,387 2@ 13,979 2@ 12,675 2@ 12,075 1@ 11,501 1@ 10,432 2@ 9,923 1@ 8,580	...	29: 1@$14,657 2@ 13,979 4@ 12,675 1@ 12,075 3@ 11,501 1@ 10,954 4@ 10,432 3@ 9,923 1@ 9,454 1@ 9,011 2@ 7,772 2@ 7,407 4@ 6,716	...
RHODE ISLAND ...	...	1@$10,476	...	...	...	...	...	...	1@ 13,467	...	...	...
SOUTH CAROLINA .	6: 1@ 17,350 1@ 14,288 1@ 12,575 1@ 9,955 1@ 9,480 1@ 8,175	2: 1@ 13,036 1@ 12,733	2: 1@$11,687 1@ 9,480	...	1@ 13,690	...	1@ 9,473	...	4: 1@ 14,835 1@ 12,715 1@ 11,810 1@ 10,965	...	6: 1@ 12,000 1@ 10,965 1@ 9,238 1@ 7,992 2@ 7,611	...
SOUTH DAKOTA ...	1@ 12,000	...	...	...	...	...	...	...	...	...	1@ 6,900	...
TENNESSEE	3: 1@ 11,760 1@ 10,800 1@ 9,480	...	2: 1@ 12,720 1@ 9,060	...	2: 1@ 13,200 1@ 11,280	7: 1@$12,720 1@ 12,240 2@ 11,280 1@ 10,800 2@ 10,320	...	...	5: 1@ 14,820 1@ 12,720 1@ 12,240 1@ 10,800 1@ 10,320	5: 1@$13,740 2@ 10,320 2@ 9,900	6: 1@ 14,820 1@ 10,320 1@ 8,640 2@ 8,220 1@ 6,720	1@$10,800
TEXAS	15: 2@ 13,692 1@ 11,232 1@ 10,872 3@ 10,176 3@ 9,216 3@ 8,916 1@ 8,352 1@ 7,080	36: 1@ 19,500 1@ 13,248 1@ 12,000 3@ 11,232 4@ 10,872 4@ 10,512 7@ 10,176 8@ 8,916 7@ 7,560	...	...	10: 1@ 13,692 1@ 13,248 1@ 12,816 1@ 12,000 2@ 11,232 1@ 10,872 1@ 8,916 1@ 8,028 1@ 7,080	...	2: 1@ 10,512 1@ 9,216	1@$11,616	2: 1@ 14,628 1@ 12,000	...	12: 1@ 13,692 1@ 12,408 2@ 12,000 2@ 9,216 2@ 8,916 1@ 7,560 2@ 7,320 1@ 6,624	...
UTAH	7: 1@ 10,524 1@ 9,564 1@ 8,280 2@ 7,200 1@ 6,528 1@ 6,216	...	3: 1@ 10,524 2@ 9,564	...	1@ 11,028	1@ 16,632	1@ 5,928	...	2: 1@ 15,096 1@ 13,044	...	3: 1@ 10,020 1@ 7,896 1@ 7,200	...
VERMONT	f/ 6: 1@ 11,100 1@ 8,840 1@ 7,488 1@ 6,890 1@ 6,552 1@ 5,798	...	...	...	2: 1@ 12,974 1@ 6,968	...	1@ 12,974	...	...	...	...	...
VIRGINIA g/	7: 1@ 15,000 2@ 11,472 1@ 9,600 3@ 11,472	...	...	...	...	...	...	...	4: 1@ 15,000 3@ 13,728	...	...	...
WASHINGTON (no data)	...	...	...	...	...	...	...	...	...	...	...	...

TABLE 3.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR FINANCE, BUSINESS, AND PLANT BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Departmental accounting and auditing or general staff services	Accounting and auditing--financial aids: State	Federal	Other	Budgets and control: Departmental	School districts	Purchasing and warehousing	Maintenance of school plant and equipment	School plant planning and construction	Surplus property and/or commodities	Data systems	Other
1	2	3	4	5	6	7	8	9	10	11	12	13
WEST VIRGINIA ..	...	...	...	...	...	...	...	...	1@$12,980	...	...	...
WISCONSIN	4: 1@$16,090 1@ 11,508 1@ 10,908 1@ 9,096	5: 1@$10,824 1@ 7,584 3@ 7,200	6: 1@$ 9,600 1@ 9,024 1@ 7,700 1@ 7,404 2@ 7,200	...	...	...	...	...	2: 1@ 17,075 1@ 14,988	2: 1@$ 9,912 1@ 9,600	8: 1@$15,492 1@ 14,712 1@ 12,024 1@ 11,028 1@ 10,404 1@ 9,240 1@ 9,180 1@ 8,148	...
WYOMING	2: 1@ 9,960 1@ 9,624	...	...	...	...	...	...	...	1@ 12,120	1@ 10,644	1@ 12,552	...
CANAL ZONE	...	....	...	...	...	2: 1@$17,478 1@ 10,718	...	...	...	...	3: 1@ 14,340 1@ 11,233 1@ 9,320	...
PUERTO RICO	...	14: 1@ 11,400 2@ 9,000 1@ 8,400 6@ 7,500 1@ 7,080 1@ 6,840 2@ 6,600	7: 1@ 7,080 1@ 6,600 4@ 5,400 1@ 4,500	...	...	7: 1@ 12,000 1@ 8,400 2@ 5,700 3@ 4,800	6: 1@$ 7,800 1@ 6,900 1@ 4,860 3@ 3,960	...	7: 2@ 10,200 2@ 8,700 1@ 8,300 2@ 8,100	...	7: 1@ 13,200 1@ 12,000 1@ 10,200 4@ 9,600	...

a/ Capital outlay and debt service.
b/ State and federal combined.
c/ Averages shown are averages of minimum and maximum rates shown, not average salaries actually paid. Distribution within ranges not given.
d/ Includes columns 2 through 6.
e/ Maximum salaries shown here; only one officer shown for each salary reported because breakdown of number at each level was not stated.
f/ Includes columns 2 through 5.
g/ Maximum salaries shown here; ranges only given.

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education[a/]	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
ALABAMA	1@$11,304	...	...	...	2: 1@$14,575 1@ 6,246	5: 1@$12,095 3@ 11,775 1@ 10,512	2: 1@$12,296 1@ 8,228	3: 1@$11,775 1@ 11,505 1@ 8,552	1@$13,388
ALASKA	...	1@$16,944	1@$16,944	...	...	1@ 16,944	...	3: 1@ 16,680 1@ 15,744 1@ 14,628	...
ARIZONA	...	...	...	4: 1@$13,812 1@ 11,424 2@ 8,262	...	2: 1@ 13,812 1@ 6,528	...	1@ 11,508	...
ARKANSAS (no data)	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data)	...	...	...	...	...	...	...	...	...
COLORADO	1@ 12,048	2: 1@ 13,560 1@ 11,040	2@ 13,560	...	...	1@ 14,568	...	3: 1@ 12,552 1@ 9,624 1@ 7,632	...
CONNECTICUT	...	...	4: 1@ 17,494 2@ 16,917 1@ 15,309	...	1@ 16,917	...	...	...	...
DELAWARE	1@ 12,360	...	...	...	...	1@ 12,900	11: 1@ 12,400 1@ 10,500 1@ 10,000 1@ 9,300 1@ 8,880 1@ 7,890 1@ 7,800 2@ 7,680 1@ 7,440 1@ 7,000	1@ 14,560	...
FLORIDA	...	...	...	...	7: 1@ 24,996 1@ 19,188 1@ 16,584 1@ 16,500 1@ 15,480 1@ 12,492 1@ 10,884	1@ 7,956	2: 1@ 15,012 1@ 12,528	1@ 9,504	...
GEORGIA	1@ 10,896	4: 1@ 13,248 1@ 12,012 1@ 11,436 1@ 10,884	1@ 17,748	37: 1@ 14,604 1@ 12,252 1@ 11,436 1@ 10,260 1@ 9,624 1@ 9,228 3@ 9,025 1@ 8,868 1@ 8,448 12@ 7,932 12@ 7,380 1@ 6,840 1@ 6,720	...	4: 1@ 10,896 3@ 8,976	57: 2@ 17,748 1@ 16,104 3@ 13,248 1@ 11,436 3@ 10,896 5@ 10,380 2@ 9,888 4@ 9,420 6@ 8,976 6@ 8,544 7@ 8,136 5@ 7,752 3@ 7,380 7@ 7,032 2@ 6,696	17: 1@ 16,104 1@ 15,336 2@ 13,248 3@ 11,436 5@ 10,896 1@ 9,888 1@ 8,976 1@ 8,136 1@ 7,752 1@ 7,380	1@ 13,248
HAWAII	1@ 13,578	1@ 16,898	1@ 14,540	...	...	8: 1@ 16,278 1@ 15,471 1@ 13,968 1@ 12,034 1@ 10,279 2@ 9,863 1@ 9,501	13: 1@ 17,789 1@ 17,025 1@ 15,577 1@ 15,470 1@ 14,271 1@ 13,664 1@ 13,087 1@ 12,950 2@ 12,233 1@ 11,934 2@ 6,483	6: 1@ 15,264 1@ 13,836 1@ 10,270 1@ 10,086 1@ 9,094 1@ 7,748	2: 1@ 13,970 1@ 13,396
IDAHO	...	2: 1@ 11,940 1@ 11,280	1@ 12,000	2: 1@ 16,000 1@ 11,340	...	...	...	1@ 11,700	1@ 12,300

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education[a]	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
ILLINOIS (incomplete data)	...	...	...	...	...	...	...	...	...
INDIANA	...	3: 1@$14,520 1@ 12,840 1@ 12,300	2: 1@$13,380 1@ 12,300	...	...	2: 1@$13,380 1@ 12,300	...	1@$12,300	...
IOWA	...	2: 1@ 15,106 1@ 13,280	...	...	2@$11,786	1@ 14,110	...	...	...
KANSAS	...	1@ 13,560	...	...	...	1@ 13,560	...	1@ 11,784	...
KENTUCKY	1@$ 9,852	...	...	...	...	2@ 10,344	...	2: 1@ 11,976 1@ 10,344	1@$10,872
LOUISIANA (incomplete data)	...	...	...	...	...	...	...	...	...
MAINE (no data)	...	...	...	...	...	...	...	...	...
MARYLAND	1@ 13,339	1@ 12,357	...	...	...	2@ 15,916	13: 4@$15,603 1@ 14,719 4@ 12,357 1@ 11,476 2@ 10,213 1@ 5,871	3: 1@ 17,524 1@ 16,235 1@ 15,603	...
MASSACHUSETTS[b]	7: Average 14,235	6: Average 12,055	5: Average 12,055	...	...	2@ 8,978	3: Average 15,756	29: Average 11,134	...
MICHIGAN	...	...	4: 1@ 22,759 2@ 16,245 1@ 12,048	...	3: 1@ 20,734 1@ 14,887 1@ 12,444	1@ 19,272	...	458: 1@ 16,808 2@ 16,453 32@ 15,514 2@ 15,013 2@ 14,700 20@ 14,073 2@ 13,301 1@ 13,196 28@ 12,799 6@ 12,549 1@ 12,424 18@ 12,131 4@ 12,048 20@ 11,547 7@ 11,484 17@ 11,004 1@ 10,962 1@ 10,858 1@ 10,837 1@ 10,691 33@ 10,482 28@ 10,106 4@ 9,960 1@ 9,688 44@ 9,626 3@ 9,438 81@ 9,145 1@ 8,853 2@ 8,832 4@ 8,665 2@ 8,519 33@ 8,477 1@ 8,394 2@ 8,185 34@ 8,134 3@ 8,081 1@ 7,976 1@ 7,726 6@ 7,663 1@ 7,579 2@ 7,266 2@ 7,245 1@ 7,078 1@ 6,744	...
MINNESOTA	1@ 11,400	5: 1@ 17,544 1@ 16,224 1@ 13,872 1@ 13,344 1@ 12,336	3: 1@ 18,972 1@ 17,544 1@ 16,872	6:[c] 1@$17,544 2@ 14,424 1@ 13,872 1@ 12,336 1@ 9,012	...	2: 1@ 15,000 1@ 12,828	...	8: 1@ 16,872 1@ 15,600 1@ 15,000 2@ 11,856 3@ 11,400	

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education[a/]	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
MISSISSIPPI	...	2: 1@$13,000 1@ 10,500	20: 1@$14,000 2@ 13,000 4@ 12,500 7@ 11,500 1@ 11,000 2@ 10,500 3@ 9,750	...	9: 1@$14,000 1@ 13,000 1@ 12,750 2@ 12,500 2@ 11,500 1@ 10,750 1@ 10,000	1@$ 9,500	...	2: 1@$10,000 1@ 9,750	...
MISSOURI	...	...	...	...	2: 1@ 12,108 1@ 11,400	...	...	...	...
MONTANA	1@$12,500	1@ 14,000	...	3: [d/] 2@$13,250 1@ 11,000	...	...	...	...	...
NEBRASKA	1@ 11,640	1@ 12,120	2@ 11,280	...	...	1@ 12,000	...	...	...
NEVADA	...	1@ 11,551	...	...	...	...	...	...	1@$12,630
NEW HAMPSHIRE	1@ 12,486	1@ 12,924	2@ 12,486	1@ 11,190	...	...	...	1@ 11,866	...
NEW JERSEY[e/]	2: 1@ 18,970 1@ 14,863	2: 1@ 20,910 1@ 18,970	4: 1@ 23,057 1@ 20,910 1@ 18,970 1@ 14,863	3: [e/] 1@ 20,910 1@ 18,970 1@ 14,683	...	2: 1@ 18,970 1@ 14,863	...	...	...
NEW MEXICO (no data)	...	...	...	...	...	...	...	...	...
NEW YORK	12: 1@ 19,490 2@ 17,620 1@ 16,945 3@ 15,895 2@ 15,370 1@ 14,845 1@ 13,795 1@ 13,270	17: 2@ 19,490 1@ 18,758 1@ 17,620 3@ 16,482 1@ 16,420 1@ 16,092 1@ 15,895 1@ 15,370 1@ 14,845 2@ 14,775 1@ 13,795 2@ 13,270	21: 1@ 20,714 1@ 20,102 1@ 19,235 1@ 18,758 2@ 18,189 1@ 17,628 2@ 17,620 1@ 17,192 1@ 16,945 1@ 16,623 2@ 16,482 1@ 15,913 4@ 15,895 2@ 14,845	4: 1@ 19,490 1@ 15,370 1@ 13,270 1@ 12,640	27: 1@ 21,525 1@ 20,211 1@ 19,751 1@ 18,897 1@ 18,895 3@ 18,240 2@ 17,620 3@ 17,051 2@ 15,913 1@ 15,370 4@ 14,775 1@ 12,905 1@ 12,427 1@ 11,244 1@ 10,820 2@ 8,584 1@ 8,040	1@ 11,352	16: 1@$19,490 1@ 18,261 1@ 17,620 1@ 15,895 2@ 15,370 1@ 14,775 1@ 14,100 6@ 13,270 1@ 12,585 1@ 11,668	117: 1@ 18,897 1@ 17,849 1@ 17,654 1@ 17,360 1@ 17,045 1@ 16,430 2@ 16,120 2@ 15,895 1@ 15,615 2@ 15,370 1@ 14,845 2@ 14,775 1@ 14,570 1@ 14,320 2@ 14,100 2@ 13,595 1@ 13,400 2@ 13,390 1@ 13,270 3@ 13,090 2@ 12,955 1@ 12,585 2@ 12,128 1@ 12,092 1@ 11,935 1@ 11,740 1@ 11,688 2@ 11,175 2@ 11,062 1@ 10,734 12@ 10,730 2@ 10,648 3@ 10,576 1@ 10,406 1@ 10,194 3@ 10,188 1@ 10,004 2@ 9,660 4@ 9,550 1@ 9,228 5@ 8,906 12@ 8,584 1@ 8,383 3@ 8,262 1@ 8,044 15@ 7,800 6@ 7,705 1@ 7,550	...
NORTH CAROLINA (no data)	...	...	...	...	...	...	...	...	...

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education[a/]	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
NORTH DAKOTA	...	2: 1@$12,600 1@ 10,800	2: 1@$14,400 1@ 12,600	1@$12,500	...	1@$11,700	...	3@$10,800	1@$10,800
OHIO	...	5: 1@ 16,328 3@ 14,976 1@ 13,104	4: 1@ 16,328 2@ 14,976 1@ 13,728	...	...	...	...	4: 1@ 16,328 2@ 14,976 1@ 13,104	...
OKLAHOMA	1@$10,260	...	...	13: 1@ 12,660 1@ 11,400 1@ 10,800 9@ 8,100 1@ 7,650	...	1@ 11,400	...	2: 1@ 11,400 1@ 10,260	1@ 11,400
OREGON	1@ 14,232	5: 1@ 16,476 3@ 14,232 1@ 12,900	2: 1@ 14,232 1@ 13,548	...	...	...	...	...	...
PENNSYLVANIA	3: 1@ 14,657 1@ 12,675 1@ 12,075	36:[f/] 1@ 18,725 7@ 15,387 10@ 14,657 1@ 13,979 2@ 13,301 8@ 12,675 5@ 12,075 2@ 11,501	...	...	20: 1@$20,629 1@ 17,839 2@ 16,978 1@ 16,170 2@ 15,387 2@ 14,657 1@ 13,979 3@ 13,301 5@ 12,075 1@ 10,954 1@ 9,923	16: 1@ 15,387 1@ 14,657 1@ 13,979 3@ 12,675 1@ 12,075 2@ 10,954 1@ 9,923 1@ 9,011 2@ 7,772 1@ 7,055 1@ 6,390 1@ 5,268	...	4: 1@ 14,657 3@ 12,675	...
RHODE ISLAND	...	1@ 11,466	1@ 11,024	...	...	1@ 10,530	1@$18,075	1@ 11,908	10: 1@ 14,600 1@ 11,810 2@ 10,445 1@ 9,480 1@ 9,470 3@ 8,595 1@ 8,185
SOUTH CAROLINA	...	7: 1@ 14,458 1@ 12,715 3@ 12,110 1@ 11,513 1@ 11,500	6: 1@ 14,458 1@ 13,770 2@ 12,715 1@ 12,110 1@ 10,200	...	...	3: 1@ 11,250 1@ 10,965 1@ 9,480	12: 1@ 15,120 1@ 13,126 1@ 12,110 3@ 11,577 1@ 11,236 2@ 11,025 2@ 10,574 1@ 9,955	3: 1@ 12,400 2@ 10,445	...
SOUTH DAKOTA	2: 1@ 12,000 1@ 9,000	2@ 10,200	1@ 10,200	...	...	1@ 10,000	...	...	...
TENNESSEE	4: 1@ 12,720 1@ 10,800 2@ 10,320	2: 1@ 12,240 1@ 10,320	1@ 12,240	2: 1@ 12,240 1@ 10,800	6: 2@ 19,440 1@ 17,640 2@ 13,200 1@ 11,760	3: 1@ 13,740 1@ 12,720 1@ 7,080	...	28: 1@ 12,240 4@ 11,760 1@ 11,280 3@ 10,800 2@ 10,320 4@ 9,900 1@ 9,480 6@ 9,060 1@ 8,200 3@ 7,800 2@ 7,440	1@ 11,760
TEXAS	1@ 10,872	2: 1@ 12,816 1@ 10,872	...	...	...	5: 1@ 14,148 2@ 11,232 1@ 7,560 1@ 6,852	...	5: 1@ 13,248 1@ 11,232 2@ 10,872 1@ 9,216	3: 1@ 14,628 1@ 13,248 1@ 8,628
UTAH	...	1@ 15,468	1@ 14,736	...	...	1@ 12,132	1@ 14,388	1@ 13,044	...
VERMONT	...	6: 1@ 12,636 1@ 12,376 2@ 10,686 1@ 10,400 1@ 10,114	1@ 14,000	5: 1@ 15,184 1@ 11,232 1@ 11,024 1@ 10,322 1@ 9,620	...	...	1@ 11,882	...	...

TABLE 4, PART A.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Early childhood education	Elementary education	Secondary education	Special schools	Higher education[a]	Instructive materials and audiovisual education	Television teaching	Library services	Textbook services
1	2	3	4	5	6	7	8	9	10
VIRGINIA[g]	...	10: 1@$15,000 9@ 13,728	10: 1@$17,150 3@ 15,000 6@ 13,728	9: 1@$15,000 8@ 13,728	...	5: 1@$15,000 1@ 14,328 1@ 13,278 1@ 12,000 1@ 10,032	...	...	2: 1@$15,000 1@ 13,728
WASHINGTON (no data)	...	...	...	...	...	...	...	...	...
WEST VIRGINIA	...	1@ 13,380	1@ 12,180	...	...	1@ 12,180	...	1@$10,980	...
WISCONSIN	2: 1@$14,900 1@ 14,000	...	...	1@ 15,400	...	1@ 15,700	...	14: 1@ 15,936 1@ 15,264 1@ 14,784 1@ 14,604 1@ 14,100 1@ 12,396 1@ 12,336 1@ 12,084 1@ 11,940 1@ 11,460 1@ 10,776 1@ 10,668 1@ 9,888 1@ 9,828	...
WYOMING	...	1@ 12,552	...	2: 1@ 13,548 1@ 10,836	...	...	...	1@ 11,616	1@ 12,132
CANAL ZONE	...	3: 1@ 19,000 1@ 15,620 1@ 13,580	3: 1@ 22,350 1@ 17,140 1@ 16,020	1@ 22,450	3: 1@$19,100 1@ 16,740 1@ 16,400	1@ 16,090	...	...	...
PUERTO RICO	4: 1@ 10,200 1@ 10,140 1@ 8,940 1@ 8,640	...	...	7: 1@ 12,600 1@ 10,800 1@ 10,200 2@ 9,600 1@ 8,460 1@ 8,400	...	3: 1@ 11,400 1@ 8,340 1@ 7,740	6: 1@$ 9,600 1@ 7,500 1@ 6,900 1@ 5,640 1@ 5,040 1@ 4,800	7: 1@ 11,400 1@ 10,200 1@ 9,240 1@ 7,440 1@ 7,310 2@ 5,000	...

a/ Including 2-year and 4-year colleges.
b/ Averages shown are averages of minimum and maximum rates, not average salaries actually paid. Distribution within ranges not given.
c/ Incomplete data furnished; salaries shown are maximums.
d/ Includes Indian Education.
e/ School for Migrant Children.
f/ Elementary and secondary education combined.
g/ Salaries shown are maximums.

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defense	Vocational training and technical education						Other
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	
1	2	3	4	5	6	7	8	9	10	11	12
ALABAMA	2: 1@$13,388 1@ 10,114	5: 2@$11,775 1@ 11,232 2@ 10,700	11: a/ 1@$15,158 1@ 13,281 1@ 11,958 1@ 11,311 1@ 11,281 1@ 10,966 1@ 10,700 1@ 10,453 1@ 10,410 1@ 9,956 1@ 8,967	4: 1@$13,388 1@ 11,775 1@ 11,008 1@ 10,742	...	5: 1@$13,388 3@ 11,775 1@ 10,540	1@$13,207	1@$13,388	4: 1@$13,388 3@ 11,775	3: 1@$13,388 2@ 11,775	...
ALASKA	1@ 16,944	3: 2@ 16,944 1@ 13,596	22: 1@ 20,172 2@ 19,210 5@ 16,944 7@ 14,628 7@ 12,636	...	...	...	1@ 16,944	1@ 16,944	...	1@ 16,944	...
ARIZONA	2: 1@ 12,966 1@ 11,508	4: 1@ 15,144 3@ 12,996	64: 1@ 18,522 1@ 15,144 1@ 14,688 2@ 12,612 1@ 12,288 2@ 12,072 1@ 11,712 1@ 11,508 1@ 11,424 1@ 11,148 1@ 10,812 1@ 10,296 1@ 9,744 1@ 9,724 2@ 9,696 5@ 8,952 5@ 8,724 19@ 8,256 1@ 8,100 5@ 7,344 7@ 6,984 4@ 6,648	...	1@$15,144	2: 1@ 15,144 1@ 12,996	2: 1@ 15,144 1@ 12,996	2: 1@ 15,144 1@ 12,996	3: 1@ 15,144 1@ 12,996 1@ 11,508	1@ 15,144	...
ARKANSAS (no data)	...	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data)	...	...	...	...	...	...	...	...	...	...	...
COLORADO	2@ 10,032	...	...	...	...	...	...	...	...	...	...
CONNECTICUT	3: 2@ 18,648 1@ 15,309	6: 1@ 17,493 5@ 14,773	117: 1@ 16,340 1@ 15,845 1@ 15,763 2@ 14,379 3@ 13,967 3@ 13,701 1@ 13,535 3@ 13,299 2@ 12,897 10@ 12,424 3@ 12,093 2@ 12,043 1@ 11,691 5@ 11,662 8@ 11,281 9@ 10,900 3@ 10,519 2@ 10,138 4@ 9,817 11@ 9,456 9@ 9,095 1@ 9,076 7@ 8,519 3@ 8,179 1@ 8,086 2@ 7,428 8@ 7,170 9@ 6,912 1@ 6,655 1@ 6,634	1@ 17,494	...	1@ 16,912	3: 1@ 16,917 1@ 15,186 1@ 13,701	2: 1@ 16,917 1@ 13,701	2: 1@ 16,917 1@ 15,186	6: 1@ 18,648 1@ 18,071 2@ 16,917 1@ 15,845 1@ 14,733	2: 1@$14,773 1@ 14,237
DELAWARE (Continued on next page)	2: 1@ 13,980 1@ 8,960	1@ 13,260	28: 1@ 14,560 1@ 14,000 4@ 13,660 1@ 13,120 1@ 12,360 1@ 11,520 2@ 11,400 1@ 11,200 1@ 11,160 1@ 10,920 1@ 10,680	1@ 13,860	...	1@ 13,860	1@ 10,020	1@ 13,960	1@ 14,560	3: 1@ 14,560 1@ 13,620 1@ 13,260	3: 1@ 13,860 1@ 13,680 1@ 12,660

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defense	Vocational training and technical education						
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	Other
1	2	3	4	5	6	7	8	9	10	11	12
DELAWARE (Continued)			1@$10,320 1@ 10,080 1@ 9,900 1@ 9,840 1@ 9,720 1@ 9,540 2@ 8,760 3@ 8,640 1@ 8,400 1@ 7,680								
FLORIDA[b/]	7: 1@$19,200 1@ 13,956 1@ 13,608 1@ 13,260 2@ 13,068 1@ 12,984	7: 1@$20,004 1@ 14,472 1@ 14,460 1@ 14,064 1@ 13,992 1@ 13,488 1@ 13,368	...	...	...	7: 1@$19,884 1@ 14,652 1@ 14,460 1@ 14,208 2@ 13,092 1@ 12,468	7: 1@$17,868 1@ 14,940 1@ 14,760 1@ 14,448 1@ 13,380 1@ 12,360 1@ 11,952	...	7: 1@$16,020 1@ 13,584 1@ 13,248 2@ 13,068 1@ 12,564 1@ 12,516	5: 1@$20,352 1@ 14,748 1@ 12,804 1@ 12,468 1@ 9,576	...
GEORGIA	6: 2@ 16,104 2@ 12,612 1@ 11,436 1@ 9,888	5: 1@ 16,104 1@ 13,248 1@ 12,612 2@ 12,012	491: 1@ 16,908 5@ 16,104 1@ 15,336 8@ 14,604 5@ 13,908 10@ 13,248 6@ 12,612 23@ 12,012 5@ 11,437 56@ 10,896 35@ 10,380 44@ 9,888 58@ 9,420 73@ 8,976 59@ 8,544 47@ 8,136 15@ 7,752 23@ 7,380 4@ 7,032 13@ 6,696	2: 1@$13,248 1@ 11,436	78: 1@$16,104 1@ 15,336 1@ 14,604 1@ 13,248 1@ 12,612 10@ 10,896 2@ 10,280 37@ 9,888 5@ 9,420 2@ 8,976 5@ 8,544 4@ 8,136 5@ 7,752 3@ 7,380	8: 1@ 15,336 3@ 13,248 1@ 12,612 1@ 12,012 2@ 10,896	4: 1@ 15,336 3@ 13,248	4: 2@$16,104 1@ 13,248 1@ 10,896	7: 1@ 15,336 1@ 13,908 5@ 13,248	8: 4@ 16,104 1@ 13,248 2@ 8,976 1@ 7,752	...
HAWAII	4: 1@ 16,898 1@ 16,278 1@ 14,807 1@ 13,574	...	...	1@ 14,752	...	...	2: 1@ 16,278 1@ 15,469	...	1@ 13,576	...	2: 1@$17,665 1@ 17,016
IDAHO	2: 1@ 11,280 1@ 10,920	...	1@ 12,420	1@ 10,200	...	...	...	...	...	...	...
ILLINOIS (incomplete data) .	...	...	...	...	...	...	...	...	...	...	...
INDIANA[b/]	1@ 12,300	1@ 12,840	...	2: 1@ 12,300 1@ 11,760	...	2: 1@ 12,840 1@ 12,300	2: 1@ 13,380 1@ 12,300	2: 1@ 13,380 1@ 12,300	2: 1@ 12,840 1@ 12,300	2: 1@ 12,840 1@ 12,300	3: 1@ 13,380 1@ 12,840 1@ 12,300
IOWA	5: 1@ 15,853 1@ 15,272 1@ 14,100 2@ 12,616	2: 1@ 15,853 1@ 12,430	32: 1@ 18,177 4@ 16,434 1@ 16,200 2@ 15,853 1@ 15,272 1@ 15,150 2@ 15,023 1@ 14,608 1@ 14,442 3@ 14,110 1@ 13,985 3@ 13,612 1@ 12,310 1@ 12,100 2@ 12,000 1@ 11,240 2@ 10,960 1@ 10,790 2@ 10,600 1@ 10,458	2: 1@ 14,359 1@ 13,280	...	...	....	...	...	...	...
KANSAS	2: 1@ 13,560 1@ 12,324	2: 1@ 13,324 1@ 11,076	...	2: 1@ 12,924 1@ 11,829	2: 1@ 12,324 1@ 12,054	4: 1@ 14,916 1@ 12,324 1@ 11,244 1@ 9,856	2: 1@ 14,916 1@ 10,094	...	2: 1@ 13,560 1@ 11,160	4: 2@ 12,324 1@ 12,054 1@ 10,334	...

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defense	Vocational training and technical education						
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	Other
1	2	3	4	5	6	7	8	9	10	11	12
KENTUCKY	7: 2@$11,412 1@ 10,344 3@ 9,852 1@ 9,384	4: 1@$11,976 1@ 9,852 2@ 9,384	191: Average $13,970	1@$14,556	96: Average $15,800	5: 1@$11,976 3@ 11,412 1@ 9,852	2: 1@$ 9,852 1@ 9,384	2@$10,344	7: 2@$12,576 2@ 11,412 1@ 10,344 2@ 9,852	8: 1@$13,200 1@ 12,576 2@ 11,976 1@ 9,384 2@ 8,112 1@ 6,996	3: 1@$10,872 1@ 10,344 1@ 9,852
LOUISIANA (incomplete data) .	...	...	...	...	...	...	...	...	...	...	...
MAINE (no data) ..	...	...	...	...	...	...	...	...	...	...	...
MARYLAND	3: 1@ 15,916 2@ 15,603	3: 1@ 15,916 2@ 15,603	225: 1@ 21,000 2@ 17,524 1@ 17,180 1@ 16,843 4@ 16,235 2@ 15,916 1@ 15,603 8@ 14,757 2@ 14,467 2@ 14,183 3@ 13,417 3@ 13,153 5@ 12,895 2@ 12,622 3@ 12,357 6@ 12,198 8@ 12,165 5@ 11,958 1@ 11,907 4@ 11,723 4@ 11,476 9@ 11,059 1@ 11,050 1@ 10,826 2@ 10,658 25@ 10,433 2@ 10,250 1@ 10,213 6@ 10,080 2@ 10,054 6@ 9,882 1@ 9,842 15@ 9,688 4@ 9,284 10@ 9,139 16@ 8,621 1@ 8,200 27@ 8,133 1@ 7,800 23@ 7,672 3@ 7,394 1@ 6,975	2: 1@ 15,603 1@ 13,380	...	1@ 15,916	1@ 12,357	1@ 13,885	2: 1@ 16,843 1@ 16,235	2@ 15,603	7: 1@ 15,916 1@ 14,719 1@ 13,885 4@ 12,357
MASSACHUSETTS	17: Average 10,271	2: Average 13,322	...	2: Average 10,944	...	2: Average 12,832	1@ 11,240	1@ 11,240	3: Average 13,122	5: Average 12,055	4: Average 11,610
MICHIGAN	5: 1@ 17,268 3@ 16,245 1@ 15,451	5: 1@ 18,270 2@ 16,245 1@ 15,451 1@ 10,691	459: 6@ 27,290 1@ 26,016 1@ 18,604 6@ 18,541 1@ 17,497 2@ 16,808 1@ 16,453 30@ 15,514 2@ 14,700 16@ 14,073 2@ 13,301 1@ 13,196 23@ 12,799 6@ 12,549 1@ 12,424 16@ 12,131 4@ 12,048 20@ 11,547 7@ 11,484 17@ 11,004 1@ 10,962 1@ 10,858 1@ 10,837 1@ 10,691 33@ 10,482 28@ 10,106 4@ 9,960 1@ 9,688 44@ 9,626 3@ 9,438 81@ 9,145	...	...	6: 1@ 19,272 4@ 16,245 1@ 9,897	4: 1@ 17,268 1@ 16,245 1@ 14,658 1@ 13,864	...	4: 1@ 19,272 2@ 16,245 1@ 15,451	6: 1@ 19,272 1@ 17,581 3@ 16,245 1@ 13,864	27: 1@ 20,734 2@ 19,272 1@ 17,268 2@ 16,245 12@ 15,514 1@ 15,451 2@ 14,700 1@ 14,658 1@ 13,885 2@ 13,071 1@ 12,048 1@ 8,853

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defense	Vocational training and technical education						Other
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	
1	2	3	4	5	6	7	8	9	10	11	12
MICHIGAN (continued)			2@$ 8,853 2@ 8,832 4@ 8,665 2@ 8,519 33@ 8,477 1@ 8,394 2@ 8,185 34@ 8,134 3@ 8,081 1@ 7,976 1@ 7,726 6@ 7,663 1@ 7,579 2@ 7,266 2@ 7,245 1@ 7,078 1@ 6,744							
MINNESOTA[c]/.....	2: 1@$17,544 1@ 15,000	4: 1@$16,224 1@ 13,344 1@ 12,336 1@ 11,856	159: 1@ 17,544 1@ 16,872 1@ 14,424 2@ 13,872 4@ 13,344 1@ 12,828 1@ 12,336 4@ 11,856 8@ 11,400 1@ 10,856 1@ 9,744 1@ 9,372 1@ 9,012 5@ 8,664 2@ 8,328 1@ 8,004 22: Average 11,735 16: Average 10,434 86: Average 9,270	3: 1@$14,424 1@ 11,400 1@ 10,956	6: 1@$16,872 1@ 16,224 1@ 15,040 2@ 14,424 1@ 8,004	4: 2@$13,872 2@ 13,344	2: 1@$13,344 1@ 11,400	3: 1@$14,424 1@ 13,872 1@ 13,344	4: 1@$15,600 1@ 12,828 1@ 12,336 1@ 11,856	21: 1@$15,600 5@ 15,000 8@ 14,424 2@ 12,828 1@ 11,856 1@ 11,400 1@ 10,128 2@ 8,328	...
MISSISSIPPI	6: 3@ 10,500 2@ 9,500 1@ 9,000	17: 1@ 12,500 1@ 12,000 1@ 11,500 4@ 10,500 4@ 10,250 4@ 9,750 2@ 8,500	205: 5@ 13,750 10@ 11,500 56@ 9,750 36@ 8,250 43@ 6,750 55@ 5,250	...	...	...	...	...	4: 1@ 13,000 2@ 11,500 1@ 10,250	...	...
MISSOURI	1@ 11,400	3: 1@ 12,108 2@ 11,400	190: 4@ 14,568 9@ 13,008 16@ 12,480 126@ 10,392 35@ 9,264	1@ 11,400	...	6: 1@ 12,108 5@ 11,400	2@ 11,400	1@ 11,400	3@ 11,400	5@ 11,400	...
MONTANA	1@ 11,750	2: 1@ 13,000 1@ 12,500	...	...	6: 1@ 16,000 1@ 13,750 1@ 11,250 1@ 11,000 1@ 10,750 1@ 7,600	1@ 12,750	1@ 10,500	...	1@ 13,500	...	...
NEBRASKA	1@ 11,640	2: 1@ 11,820 1@ 9,600	54: 1@ 11,220 2@ 11,000 1@ 10,860 1@ 10,720 2@ 10,220 1@ 10,054 1@ 10,000 3@ 9,860 1@ 9,720 2@ 9,680 1@ 9,500 1@ 9,220 1@ 9,180 4@ 8,880 3@ 8,500 2@ 8,205 1@ 8,000 8@ 7,680 7@ 7,500 3@ 7,200 1@ 7,080 1@ 6,840 1@ 6,800 1@ 6,600 1@ 6,070 3@ 6,000	1@ 11,280	...	3: 1@ 11,820 1@ 10,380 1@ 9,600	1@ 10,380	1@ 11,820	2: 1@ 11,160 1@ 10,380	2: 1@ 11,160 1@ 10,380	1@$11,160

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defense	Vocational training and technical education						Other
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	
1	2	3	4	5	6	7	8	9	10	11	12
NEVADA	2: 1@$14,040 1@ 12,734	2: 1@$14,040 1@ 12,734	...	...	...	1@$14,040	1@$12,734	1@$14,040	1@$14,040	2: 1@$14,040 1@ 10,472	...
NEW HAMPSHIRE	1@ 12,486	2: 1@ 10,714 1@ 8,455	68: 1@$15,900 4@ 12,486 7@ 10,186 22@ 9,743 13@ 8,590 10@ 7,249 11@ 6,044	1@$10,186	...	1@ 11,774	...	1@ 12,486	1@ 10,022	1@ 11,774	7: 1@$14,983 2@ 14,405 1@ 12,486 1@ 11,774 1@ 11,190 1@ 9,192
NEW JERSEY[d/]	4: 2@ 20,910 2@ 18,970	4: 1@ 23,057 1@ 20,910 1@ 18,970 1@ 14,863	...	2: 1@ 20,910 1@ 14,863	...	2@ 14,863	2: 1@ 18,970 1@ 14,863	2: 1@ 18,970 1@ 14,863	2: 1@ 18,970 1@ 14,863	2: 1@ 18,970 1@ 14,863	...
NEW MEXICO (no data)	...	...	...	...	...	...	...	...	...	...	...
NEW YORK	44: 1@ 22,630 1@ 20,593 2@ 19,490 1@ 19,235 1@ 19,065 1@ 17,806 1@ 17,654 3@ 17,620 1@ 17,564 1@ 17,037 2@ 16,945 1@ 15,913 10@ 15,895 1@ 15,372 4@ 15,370 3@ 14,845 1@ 14,775 2@ 14,320 1@ 13,795 6@ 13,270	14: 1@ 19,490 1@ 18,232 2@ 15,370 4@ 14,485 1@ 13,795 1@ 13,571 4@ 13,270	365: 1@ 28,935 1@ 22,182 1@ 21,410 1@ 20,462 1@ 19,690 1@ 18,810 1@ 17,950 1@ 17,849 1@ 17,503 2@ 17,502 2@ 16,955 1@ 16,838 5@ 16,755 1@ 16,742 1@ 16,638 5@ 16,430 2@ 16,068 2@ 15,590 1@ 15,640 2@ 15,530 1@ 15,461 2@ 15,330 1@ 15,179 3@ 15,045 1@ 14,907 2@ 14,845 1@ 14,605 12@ 14,560 1@ 14,528 2@ 14,438 7@ 14,360 1@ 14,238 1@ 14,220 7@ 14,020 1@ 14,003 1@ 13,995 1@ 13,862 2@ 13,795 1@ 13,732 1@ 13,568 14@ 13,377 3@ 13,337 1@ 13,303 5@ 13,270 1@ 13,192 6@ 13,177 1@ 13,016 10@ 12,951 13@ 12,751 27@ 12,540 1@ 12,468 1@ 12,443 1@ 12,360 25@ 12,340 1@ 12,235 1@ 12,205 1@ 12,201 1@ 12,135 1@ 12,134 1@ 12,103 1@ 11,954 5@ 11,935 5@ 11,934 1@ 11,921 1@ 11,919 1@ 11,891 2@ 11,871 2@ 11,865 1@ 11,810	4: 1@ 17,620 1@ 10,730 2@ 9,660	...	5: 1@ 18,873 1@ 15,370 1@ 14,845 2@ 10,039	...	10: 1@ 19,486 1@ 16,488 1@ 16,420 3@ 14,845 2@ 14,320 2@ 13,270	6: 1@ 19,486 1@ 15,895 2@ 15,370 1@ 14,485 1@ 13,270	...	56: 1@ 19,720 1@ 18,540 3@ 17,849 2@ 17,302 2@ 16,180 1@ 16,025 1@ 15,590 3@ 15,330 1@ 14,845 1@ 14,360 1@ 13,875 1@ 13,670 1@ 13,400 2@ 12,905 4@ 12,516 3@ 12,128 1@ 11,965 5@ 11,935 1@ 11,740 1@ 11,352 1@ 10,964 2@ 10,576 1@ 10,188 1@ 9,947 1@ 9,800 2@ 9,660 2@ 9,522 3@ 8,903 2@ 8,820 2@ 8,584 1@ 7,725 2@ 7,705

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defnese	Vocational training and technical education						Other
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	
1	2	3	4	5	6	7	8	9	10	11	12
NEW YORK (Continued)			1@$11,807 10@ 11,728 1@ 11,587 1@ 11,572 7@ 11,528 1@ 11,525 1@ 11,498 9@ 11,322 1@ 11,201 1@ 11,191 2@ 11,140 2@ 11,126 13@ 11,122 1@ 11,090 1@ 11,036 13@ 10,916 4@ 10,730 19@ 10,716 1@ 10,534 4@ 10,510 9@ 10,395 1@ 10,334 7@ 10,310 1@ 10,295 2@ 10,196 29@ 10,195 1@ 10,116 1@ 9,660 2@ 9,020 3@ 8,820								
NORTH CAROLINA (no data)	...	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA	...	...	...	...	...	...	...	...	...	...	...
OHIO	4: 1@$16,328 1@ 14,976 2@ 14,352	4: 1@$16,328 1@ 14,976 1@ 13,728 1@ 13,104	104: e/ Median 9,755	...	...	4: 1@$16,328 2@ 14,976 1@ 14,352	3: 1@$16,328 2@ 13,104	1@$16,328	f/	2: 1@$16,328 1@ 13,104	...
OKLAHOMA	5: 2@ 11,400 3@ 10,260	...	...	2: 1@$11,400 1@ 10,260	...	...	...	...	...	...	...
OREGON	2@ 14,232	...	...	2: 1@ 15,634 1@ 12,288	...	2@ 14,232	1@ 12,900	1@ 12,900	1@$14,232	6: 1@ 13,548 2@ 12,900 3@ 12,888	...
PENNSYLVANIA	4: 1@ 13,979 1@ 13,301 2@ 12,075	11: 1@ 15,387 2@ 14,657 1@ 13,979 1@ 13,301 3@ 12,675 3@ 12,075	...	5: 1@ 16,170 1@ 13,979 1@ 12,075 1@ 11,501 1@ 10,954	9: 1@$16,170 1@ 11,501 2@ 10,954 1@ 10,432 3@ 9,923 1@ 9,454	...	4: 1@ 16,978 2@ 12,675 1@ 12,075	3: 1@ 13,301 2@ 12,075	22: 1@ 16,170 1@ 13,301 10@ 12,675 1@ 12,075 2@ 11,501 1@ 10,954 1@ 10,432 5@ 9,923	8: 1@ 17,839 1@ 15,387 1@ 14,657 3@ 13,301 2@ 12,075	...
RHODE ISLAND	2: 1@ 9,837 1@ 9,500	2: 1@ 11,024 1@ 10,530	10: 1@ 13,788 1@ 13,502 1@ 13,216 1@ 12,405 2@ 12,353 1@ 12,301 1@ 11,128 1@ 11,077 1@ 10,851	1@ 8,346	...	1@ 11,311	1@ 13,312	1@ 10,530	2: 1@ 11,311 1@ 10,530	2: 1@ 10,357 1@ 10,331	3: 1@$11,024 1@ 10,530 1@ 9,152
SOUTH CAROLINA ...	12: 1@ 15,600 1@ 14,580 1@ 14,183 5@ 12,502 1@ 10,965 2@ 10,200 1@ 9,975	...	...	3: 1@ 12,433 1@ 9,480 1@ 8,833	...	8: 1@ 12,089 1@ 11,530 2@ 11,513 1@ 10,965 1@ 10,445 1@ 9,945 1@ 9,470	4: 1@ 13,045 1@ 10,445 2@ 9,945	2: 1@ 12,110 1@ 9,945	7: 1@ 13,351 1@ 11,513 1@ 10,980 2@ 10,965 1@ 9,945 1@ 9,470	12: 2@ 13,690 1@ 12,089 1@ 11,635 1@ 11,530 1@ 11,250 1@ 10,980 2@ 10,965 1@ 10,445 2@ 9,470	6: 1@ 12,400 1@ 12,110 2@ 10,445 1@ 10,200 1@ 9,945
SOUTH DAKOTA	2: 1@ 10,500 1@ 10,000	...	...	1@ 10,700	...	...	...	...	...	...	...
TENNESSEE	5: 1@ 13,740 1@ 11,280 2@ 10,800	14: 1@ 12,240 1@ 11,760 2@ 11,280	309: 1@ 13,740 4@ 13,440 1@ 13,200	2: 1@ 11,760 1@ 10,320	...	7: 1@ 12,720 1@ 11,760 1@ 10,800	3: 1@ 10,800 1@ 10,320 1@ 9,900	4: 2@ 10,800 1@ 10,320 1@ 9,900	7: 3@ 11,760 1@ 10,800 3@ 9,900	7: 1@ 12,240 1@ 10,800 3@ 10,320	6: 1@ 14,820 1@ 13,740 1@ 13,240

TABLE 4, PART B.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL EMPLOYEES FOR INSTRUCTIONAL ADMINISTRATION AND SERVICES, BY MAJOR FUNCTION: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Adult education	Manpower training and development	Vocational rehabilitation and veterans training	Civil defense	Vocational training and technical education					
					General	Agricultural	Business	Distributive	Home economics	Trade and industrial	Other
1	2	3	4	5	6	7	8	9	10	11	12
TENNESSEE (Continued)	1@$10,320	2@$10,800 5@ 10,320 2@ 9,900 1@ 9,480	4@$12,720 7@ 11,760 5@ 11,280 11@ 10,800 17@ 10,320 11@ 9,900 19@ 9,480 4@ 9,060 65@ 8,640 8@ 8,220 79@ 7,800 30@ 7,440 2@ 6,720 1@ 6,360 17@ 6,000 6@ 5,640 17@ 5,340			3@$10,320 1@ 9,900				2@$ 9,900	2@$13,200 1@ 10,320
TEXAS	8: 1@ 14,628 1@ 12,000 1@ 11,232 4@ 10,872 1@ 7,080	7: 1@ 13,692 1@ 13,248 1@ 12,000 1@ 11,616 1@ 11,232 2@ 10,872	...	2: 1@$12,408 1@ 12,000	...	15: 1@ 14,628 3@ 12,408 4@ 12,000 1@ 11,232 6@ 10,872	6: 1@$13,248 1@ 11,616 3@ 11,232 1@ 10,872	7: 1@$14,148 1@ 13,692 1@ 12,408 3@ 12,000 1@ 10,872	14: 1@$14,148 1@ 12,816 4@ 12,000 5@ 11,232 3@ 10,872	11: 1@ 14,148 1@ 12,408 2@ 12,000 1@ 11,616 3@ 11,232 3@ 10,872	38: 1@ 15,108 1@ 14,148 1@ 13,692 4@ 13,248 2@ 12,816 3@ 12,408 2@ 12,000 2@ 11,616 4@ 11,232 18@ 10,872
UTAH	1@ 15,096	1@ 10,020	103: 1@ 15,096 1@ 14,388 1@ 14,040 1@ 13,368 2@ 12,732 3@ 12,132 6@ 11,580 5@ 11,028 3@ 10,524 7@ 10,020 7@ 9,564 10@ 9,108 9@ 8,700 11@ 8,280 9@ 7,896 7@ 7,524 8@ 7,200 2@ 6,840 4@ 6,528 6@ 6,216	1@ 13,368	1@$15,468	1@ 15,468	1@ 12,132	1@ 10,524	2: 1@ 15,468 1@ 10,020	2: 1@ 14,040 1@ 10,524	2: 1@ 11,856 1@ 10,020
VERMONT	1@ 10,478	2: 1@ 10,114 1@ 8,424	...	1@ 9,802	...	1@ 12,844	1@ 11,648	...	2: 1@ 11,648 1@ 9,620	2: 1@ 12,220 1@ 11,128	...
VIRGINIA[a]	5: 1@ 15,000 4@ 13,728	4: 1@ 15,000 3@ 13,728	...	1@ 13,728	...	10: 1@ 15,000 9@ 13,728	4: 1@ 15,000 3@ 13,728	5: 1@ 15,000 4@ 13,728	9: 1@ 15,000 8@ 13,728	7: 1@ 15,000 6@ 13,728	8: 3@ 15,000 3@ 13,728 2@ 9,600
WASHINGTON (no data)	...	...	...	...	...	...	...	...	...	...	...
WEST VIRGINIA	2: 1@ 12,780 1@ 11,580	3: 1@ 12,180 2@ 11,580	...	...	...	4: 2@ 12,780 1@ 10,980 1@ 10,060	3: 1@ 11,580 1@ 10,980 1@ 10,440	...	2: 1@ 13,380 1@ 12,780	3: 1@ 13,380 2@ 10,980	2: 1@ 11,580 1@ 10,440
WISCONSIN	...	...	...	...	1@ 17,532	3: 1@ 16,750 1@ 15,450 1@ 15,240	1@ 14,900	1@ 15,900	2: 1@ 14,950 1@ 13,428	1@ 15,275	...
WYOMING	1@ 12,552	2: 1@ 11,700 1@ 10,836	1@ 10,836	1@ 12,120	1@ 12,552	2: 1@ 12,552 1@ 8,256	...	...	1@ 12,552	...	...
CANAL ZONE	...	...	...	...	...	...	...	...	...	...	...
PUERTO RICO	8: 1@ 10,800 1@ 10,140 1@ 9,840 2@ 9,540 1@ 9,240 1@ 8,340 1@ 8,240	4: 1@ 10,200 1@ 8,940 1@ 7,740 1@ 7,440	...	2: 1@ 9,600 1@ 6,900	...	7: 1@ 10,140 2@ 9,540 1@ 9,240 3@ 8,940	7: 1@ 9,840 1@ 9,240 4@ 8,040 1@ 7,840	3: 1@ 19,540 1@ 8,340 1@ 7,840	7: 1@ 9,540 3@ 8,940 3@ 8,040	7: 1@ 10,560 5@ 8,940 1@ 8,640	7: 1@ 12,600 1@ 10,200 1@ 9,600 4@ 8,100

a/ Eleven salaries given but 158 positions indicated with no distribution shown.
b/ Number of positions indicated is in excess of the number shown here, but insufficient data were given to make a proper distribution.
c/ Averages shown are averages of minimum and maximum rates, and are not necessarily averages of salaries actually paid.
d/ Maximum salaries shown here; number of positions indicated is in excess of the number shown here, but insufficient data were given to make a proper distribution.
e/ Highest salary shown $20,384; lowest, $9,360.
f/ 10 positions indicated but no salary data provided.
g/ Maximum salaries shown here.

TABLE 5.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES, BY SUBJECT AREA: STATE DEPARTMENTS OF EDUCATION, 1969-70

State	Subject area									
	Art education	Mathematics	Science	Social studies	Foreign languages	Physical health and education	Music education	Industrial arts	English and/or reading	Other
1	2	3	4	5	6	7	8	9	10	11
ALABAMA	4: 1@$11,875 2@ 11,775 1@ 10,184	2: 1@$11,775 1@ 11,445	4: 2@$13,388 2@ 11,775	3: 1@$11,775 1@ 11,120 1@ 11,092	1@$11,775	4: 1@$13,388 1@ 11,415 1@ 10,980 1@ 10,924	3@$11,775	1@$11,775	...	...
ALASKA	...	...	1@ 16,944	1@ 16,944	...	...	...	...	...	...
ARIZONA	...	1@ 13,812	...	...	1@ 14,244	...	1@ 13,812	...	1@$13,812	...
ARKANSAS (no data)	...	...	...	...	...	...	...	...	...	...
CALIFORNIA (no data)	...	...	...	...	...	...	...	...	...	...
COLORADO	...	1@ 13,560	1@ 11,544	1@ 12,552	1@ 15,576	1@ 15,072	...	1@ 14,568	1@ 13,560	1@$13,056
CONNECTICUT	1@ 16,340	1@ 18,071	1@ 15,186	1@ 18,071	1@ 18,071	2: 1@ 18,648 1@ 15,186	1@ 16,340	1@ 18,648	1@ 17,494	...
DELAWARE	1@ 14,560	2: 1@ 14,980 1@ 14,380	2: 1@ 15,280 1@ 14,980	2: 1@ 14,560 1@ 13,360	1@ 14,560	1@ 14,560	1@ 14,560	1@ 12,180	3: 1@ 15,280 1@ 15,760 1@ 14,560	...
FLORIDA	1@ 14,808	...	2: 1@ 14,748 1@ 11,904	1@ 11,904	1@ 15,696	5: 1@ 17,724 1@ 16,728 1@ 13,680 1@ 13,644 1@ 11,904	1@ 15,504	...	...	...
GEORGIA	1@ 13,248	2: 1@ 16,104 1@ 10,380	3: 1@ 15,336 1@ 13,248 1@ 11,436	...	2: 1@ 13,248 1@ 10,380	2: 1@ 12,012 1@ 10,896	2: 1@ 13,248 1@ 12,012	2: 1@ 16,104 1@ 13,248	1@ 14,604	...
HAWAII	1@ 16,166	1@ 16,278	1@ 16,166	1@ 11,730	1@ 14,806	2: 1@ 16,278 1@ 15,216	1@ 16,278	1@ 16,278	...	3: 1@ 16,166 1@ 14,807 1@ 12,234
IDAHO	...	1@ 11,280	1@ 11,460	1@ 12,240	...	1@ 11,280	1@ 10,920	...	...	...
ILLINOIS (no data)	...	...	...	...	...	...	...	...	...	...
INDIANA	1@ 12,840	1@ 12,300	1@ 13,380	1@ 12,300	1@ 12,300	...	1@ 12,300	1@ 12,300	...	...
IOWA	...	...	...	...	...	...	...	...	...	1@ 14,110
KANSAS	1@ 11,784	1@ 11,784	1@ 11,784	2: 1@ 11,784 1@ 10,743	1@ 11,784	1@ 12,324	1@ 11,784	1@ 11,166	2: 1@ 12,924 1@ 10,743	...
KENTUCKY	1@ 10,872	1@ 9,852	1@ 9,852	...	...	2: 1@ 11,412 1@ 9,852	1@ 11,976	...	...	...
LOUISIANA (incomplete data)	...	...	...	...	...	...	...	...	...	...
MAINE (No data)	...	...	...	...	...	...	...	...	...	...
MARYLAND	1@ 16,235	1@ 15,603	1@ 15,916	1@ 15,603	1@ 13,885	1@ 16,235	1@ 16,235	1@ 14,719	2: 1@ 15,916 1@ 15,889	...
MASSACHUSETTS[a/]	1@ 12,870	...	4: Average 12,055	7: Average 12,055	2: 1@ 19,808 1@ 8,978	4: Average 11,981	2: 1@ 12,870 1@ 19,808	1@ 12,870	2: 1@ 12,870 1@ 11,240	8: Average 10,058
MICHIGAN	...	...	1@ 16,245	...	...	2: 1@ 19,272 1@ 16,245	...	...	...	4@ 16,245
MINNESOTA	1@ 13,872	1@ 15,000	1@ 14,424	1@ 13,872	1@ 14,424	2: 1@ 16,224 1@ 13,872	1@ 15,000	1@ 15,000	1@ 11,856	2: 1@ 14,424 1@ 12,336
MISSISSIPPI	...	...	...	...	...	1@ 10,000	1@ 11,250	...	1@ 10,000	...
MISSOURI	1@ 11,400	2@ 11,400	2@ 11,400	2@ 11,400	1@ 11,400	...	...	...	...	...
MONTANA	...	...	1@ 15,500	...	1@ 14,000	1@ 10,500	1@ 12,880	...	...	1@ 12,500
NEBRASKA	...	...	...	1@ 11,460	1@ 10,380	1@ 10,380	...	...	1@ 11,280	...
NEVADA	...	1@ 14,040	1@ 14,749	1@ 14,040	...	1@ 14,040	...	...	...	...

TABLE 5.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES, BY SUBJECT AREA: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Subject area									
	Art education	Mathematics	Science	Social studies	Foreign languages	Physical health and education	Music education	Industrial arts	English and/or reading	Other
1	2	3	4	5	6	7	8	9	10	11
NEW HAMPSHIRE	1@$12,486	1@$12,486	1@$10,010	1@$12,486	1@$11,281	...	...	...	1@$12,486	...
NEW JERSEY	1@ 18,970	1@ 18,970	1@ 18,970	1@ 18,970	1@ 18,970	2: 1@$20,910 1@ 18,970	...	...	...	...
NEW MEXICO (no data)	...	...	...	...	...	...	...	...	...	...
NEW YORK	4: 1@ 19,490 2@ 14,845 1@ 13,795	7: 1@ 19,490 3@ 16,420 1@ 15,895 1@ 15,370 1@ 13,270	6: 1@ 19,490 2@ 16,420 1@ 15,895 1@ 13,795 1@ 10,730	6: 1@ 19,490 1@ 16,945 1@ 16,420 1@ 15,895 1@ 15,845 1@ 14,845	6: 1@ 19,490 1@ 16,482 1@ 16,420 1@ 15,895 1@ 13,845 1@ 13,270	11: 1@ 21,760 1@ 19,490 1@ 17,540 1@ 16,995 1@ 16,420 1@ 15,895 1@ 15,370 1@ 12,955 1@ 12,516 1@ 10,730 1@ 15,640	4: 1@$18,266 1@ 14,845 1@ 14,320 1@ 13,795	15: 1@$19,486 1@ 18,174 3@ 16,945 3@ 15,895 3@ 15,370 4@ 13,270	11: 1@ 19,490 1@ 17,042 2@ 16,945 2@ 15,895 1@ 15,370 2@ 14,845 1@ 14,370 1@ 13,270	...
NORTH CAROLINA (no data)	...	...	...	...	...	...	...	...	...	...
NORTH DAKOTA	...	1@ 11,700	1@ 11,700	1@ 11,700	1@ 11,700	...	...	...	...	...
OHIO	1@ 14,976	1@ 14,976	1@ 14,976	1@ 14,976	1@ 14,976	4@ 14,976	1@ 14,976	1@ 14,976	...	...
OKLAHOMA	...	...	...	...	1@ 10,260	...	...	...	1@ 10,260	...
OREGON	...	1@ 12,288	1@ 14,232	1@ 12,288	...	1@ 14,232	1@ 12,900	1@ 13,548	...	...
PENNSYLVANIA	2: 1@ 15,387 1@ 12,075	5: 1@ 16,978 1@ 14,657 1@ 13,301 1@ 12,675 1@ 12,075	5: 1@ 16,170 1@ 15,387 1@ 14,657 1@ 13,979 1@ 12,675	5: 1@ 15,387 1@ 14,657 1@ 13,979 2@ 12,675	3: 1@ 14,657 1@ 13,301 1@ 12,675	4: 1@ 16,170 1@ 13,979 1@ 12,675 1@ 12,075	2: 1@ 16,170 1@ 12,675	3: 2@ 14,657 1@ 13,301	3: 1@ 14,657 1@ 13,301 1@ 12,675	1@$13,301
RHODE ISLAND	1@ 11,024	1@ 11,220	1@ 11,220	1@ 11,024	1@ 10,530	1@ 12,610	1@ 11,908	5: 1@ 14,619 1@ 13,527 1@ 11,406 1@ 11,024 1@ 10,520	...	1@ 11,466
SOUTH CAROLINA	...	2: 1@ 12,400 1@ 12,000	1@ 11,250	1@ 11,810	...	2: 1@ 11,810 1@ 10,710	1@ 12,000	...	2: 1@ 12,000 1@ 11,500	1@ 14,458
SOUTH DAKOTA	...	...	...	...	...	1@ 11,000	...	...	...	3@ 14,400
TENNESSEE	1@ 11,760	1@ 11,760	1@ 12,240	1@ 10,800	1@ 11,760	2: 1@ 11,280 1@ 10,800	...	1@ 10,320	...	1@ 11,280
TEXAS	1@ 10,872	3: 1@ 13,692 2@ 10,872	3: 1@ 13,248 1@ 11,232 1@ 10,872	5: 1@ 12,816 4@ 11,232	4: 1@ 13,248 1@ 11,232 2@ 10,872	2: 1@ 12,816 1@ 10,872	2@ 10,872	1@ 10,872	5: 1@ 12,816 1@ 11,232 3@ 10,872	1@ 13,248
UTAH	1@ 12,432	1@ 15,468	1@ 12,432	1@ 11,580	...	1@ 15,468	...	1@ 12,732	2: 1@ 13,368 1@ 11,580	...
VERMONT	1@ 10,816	1@ 10,296	b/	1@ 12,584	...	2: 1@ 13,260 1@ 11,648	...	1@ 10,920	...	...
VIRGINIA c/	3: 1@ 15,000 2@ 13,728	4: 1@ 15,000 3@ 13,728	4: 1@ 15,000 3@ 13,728	3: 1@ 15,000 2@ 13,728	2: 1@ 15,000 1@ 13,728	4: 1@ 15,000 3@ 13,728	4: 1@ 15,000 3@ 13,728	2: 1@ 15,000 1@ 13,728	...	...
WASHINGTON (no data)	...	...	...	...	...	...	...	...	...	...
WEST VIRGINIA	1@ 11,580	1@ 11,580	1@ 10,980	2: 1@ 16,380 1@ 10,980	1@ 10,980	1@ 10,980	1@ 11,580	1@ 10,980	...	...
WISCONSIN	1@ 15,000	1@ 15,000	2: 1@ 15,725 1@ 14,480	1@ 15,225	1@ 15,800	1@ 15,675	1@ 15,645	1@ 13,950	1@ 13,428	...
WYOMING	...	1@ 10,836	...	1@ 10,836	1@ 10,836	...	...	1@ 10,836	...	...
CANAL ZONE	...	...	...	...	...	3: 1@ 17,740 1@ 15,380 1@ 12,830	2: 1@ 16,480 1@ 12,834	...	...	1@ 18,810

TABLE 5.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL STAFF MEMBERS FOR INSTRUCTIONAL SERVICES, BY SUBJECT AREA: STATE DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

State	Subject area									
	Art education	Mathematics	Science	Social studies	Foreign languages	Physical health and education	Music education	Industrial arts	English and/or reading	Other
1	2	3	4	5	6	7	8	9	10	11
PUERTO RICO	4: 1@$15,000 1@ 9,540 1@ 8,040 1@ 8,000	...	4: 1@$11,400 1@ 9,660 1@ 8,340 1@ 8,040	3: 1@$11,400 1@ 9,240 1@ 8,040	...	5: 1@$12,000 2@ 11,400 1@ 8,640 1@ 8,400	2: 1@$ 9,590 1@ 8,040	7: 1@$ 9,540 1@ 9,360 1@ 9,240 1@ 8,940 2@ 8,340 1@ 8,040	...	...

a/ Average salaries shown are averages of minimum and maximum rates.
b/ Included with mathematics.
c/ Salaries shown are maximums.

Table 6 begins on page 50.

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRA-
SERVICES AND PUPIL PERSONNEL PROGRAMS AND SER-

State	Employed personnel services				Guidance and testing	School health[b]	School lunch program	School safety
	Teacher certification and professional standards	Teacher education[a]	General personnel	Others				
1	2	3	4	5	6	7	8	9
ALABAMA	1@$11,775	...	...	...	3: 1@$13,387 1@ 10,742 1@ 8,448	...	5: 1@$14,432 1@ 13,388 1@ 13,254 1@ 11,775 1@ 11,007	6: 1@$12,701 1@ 7,626 1@ 7,160 2@ 6,253 1@ 5,064
ALASKA	1@ 16,944	...	...	...	1@ 16,944	...	1@ 13,596	...
ARIZONA	3: 1@ 12,228 2@ 8,256	...	...	...	6: 1@ 15,144 1@ 13,812 2@ 12,996 2@ 11,508	1@$13,812	3: 1@ 12,500 1@ 11,000 1@ 8,262	...
ARKANSAS (no data) .	...	...	...	...	...	...	...	...
CALIFORNIA (no data)	...	...	...	...	...	...	...	...
COLORADO	1@ 13,560	...	...	...	3: 2@ 13,056 1@ 12,048	...	...	...
CONNECTICUT	3: 1@ 14,773 1@ 14,237 1@ 7,170	2:[c] 1@$18,071 1@ 15,186	...	...	3: 1@ 18,071 1@ 16,340 1@ 9,199	1@ 11,691	4: 1@ 16,917 2@ 11,691 1@ 11,289	...
DELAWARE	2: 1@ 14,580 1@ 10,620	1@ 15,060	...	...	1@ 14,080	1@ 12,960	1@ 12,900	...
FLORIDA[d]	7: 1@ 19,596 1@ 11,292 2@ 10,560 1@ 10,044 1@ 9,636 1@ 9,588	3: 1@ 18,132 1@ 16,836 1@ 9,180	...	...	3: 1@ 14,076 2@ 11,904	...	7: 1@ 14,712 1@ 13,692 1@ 10,884 4@ 10,404	...
GEORGIA	1@ 16,104	4: 1@ 14,604 2@ 13,248 1@ 9,888	...	2: 1@$13,248 1@ 10,896	9: 2@ 16,104 3@ 13,248 1@ 12,012 2@ 10,896 1@ 10,380	...	7: 1@ 16,104 6@ 12,012	...

(Continued on next page)

TIVE, AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL
VICES: STATE DEPARTMENTS OF EDUCATION, 1969-70

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
3: 1@$10,937 1@ 10,310 1@ 10,171	1@$15,147	2: 1@$13,458 1@ 11,064	8: 1@$12,246 1@ 10,541 1@ 10,514 1@ 10,188 1@ 10,136 1@ 9,920 1@ 9,838 1@ 9,718	...	...	2@$20,325	...	1@$11,775	...
...	...	...	2@ 16,944	...	...	...	1@$13,596	...	...
...	1@ 12,228	...	5: 1@ 9,151 1@ 9,013 1@ 6,830 1@ 6,521 1@ 6,310	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...
...	1@ 11,040	1@ 13,056	8: 2@ 14,064 1@ 13,560 2@ 13,056 1@ 12,552 1@ 11,040 1@ 9,528	4: 1@$15,072 2@ 14,568 1@ 12,552	1@$12,048	1@ 12,048	...	...	...
...	1@ 13,701	...	3: 1@ 18,648 1@ 18,071 1@ 15,309	5: 1@ 14,773 1@ 14,237 3@ 13,701	5: 1@ 16,917 1@ 15,845 1@ 14,773 1@ 9,972 1@ 9,601	1@ 18,648	...	1@ 8,202	...
2: 1@ 13,120 1@ 12,900	1@ 13,960	1@ 15,060	1@ 13,980	...	...	...	...	1@ 14,580	...
5: 1@ 19,224 1@ 16,704 1@ 12,048 1@ 11,544 1@ 11,472	...	7: 1@ 17,568 1@ 14,976 3@ 13,620 1@ 13,092 1@ 11,904	...	7: 1@ 17,724 1@ 14,460 1@ 14,028 2@ 12,504 1@ 12,468 1@ 11,904	...	...	1@ 15,792	...	...
6: 1@ 16,104 2@ 12,012 1@ 9,888 1@ 9,420 1@ 8,976	1@ 12,612	7: 1@ 14,604 1@ 13,248 2@ 12,612 1@ 12,012 2@ 10,896	89: e/ 2@ 17,748 2@ 13,248 1@ 12,012 1@ 11,436 3@ 10,896 2@ 10,380 2@ 10,068 2@ 9,828 5@ 9,420 3@ 8,976 6@ 8,556 1@ 8,508 14@ 8,208 6@ 8,088 1@ 7,908 4@ 7,596 3@ 7,296	...	1@ 12,612	...	1@ 10,380	...	1@$12,012

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certification and professional standards	Teacher education[a/]	General personnel	Others	Guidance and testing	School health[b/]	School lunch programs	School safety
1	2	3	4	5	6	7	8	9
GEORGIA ..... (Continued)								
HAWAII	1@$14,173	3: 1@$16,166 1@ 15,576 1@ 14,908	...	7: 2@$16,728 1@ 16,032 2@ 15,576 1@ 13,666 1@ 10,967	2@$16,278	...	6: 1@$14,715 1@ 13,176 1@ 13,124 1@ 13,020 1@ 12,552 1@ 11,388	...
IDAHO	2: 1@ 12,060 1@ 11,040	...	...	...	1@ 12,780	...	3: 1@ 12,780 2@ 9,600	...
ILLINOIS (no data)	...	...	...	...	...	...	...	...
INDIANA	2: 1@ 12,840 1@ 12,300	...	...	1@ 12,300	2: 1@ 12,840 1@ 12,300	1@$12,300	2: 1@ 13,380 1@ 12,300	1@$12,300
IOWA	5: 1@ 16,185 4@ 14,110	...	...	...	4: 1@ 15,853 1@ 14,110 1@ 13,280 1@ 12,450	1@ 14,110	4: 1@ 15,853 1@ 14,110 1@ 10,500 1@ 9,960	...
KANSAS	6: 1@ 10,740 1@ 9,324 1@ 8,220 3@ 8,088	1@ 11,784	1@$ 9,404	...	...	...	6: 1@ 11,784 1@ 10,740 1@ 8,790 1@ 8,158 1@ 7,597 1@ 7,418	...
KENTUCKY	2@ 9,852	2: 1@ 12,576 1@ 9,384	...	...	...	...	12: 1@ 11,976 2@ 11,412 1@ 10,872 1@ 9,384 4@ 8,940 3@ 8,520	...
LOUISIANA (no data).	...	...	...	...	...	...	...	...
MAINE (no data)	...	...	...	...	...	...	...	...
MARYLAND	9: 1@ 17,524 1@ 15,916 1@ 14,183 1@ 9,882 2@ 9,688 2@ 8,621 1@ 7,672	3: 2@ 17,524 1@ 12,357	...	...	2: 1@ 15,916 1@ 12,357	7: 2@ 17,524 2@ 15,916 1@ 15,603 2@ 12,357	4: 1@ 17,524 1@ 15,916 1@ 13,885 1@ 11,233	1@ 10,213

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
			5@$ 7,140 6@ 6,996 3@ 6,864 6@ 6,540 4@ 6,228 7@ 6,084						
1@$16,166	...	1@$11,721	3: 1@ 17,789 1@ 12,626 1@ 12,454	...	1@$15,264	1@$16,278	...	...	...
...	2: 1@$11,040 1@ 10,560	...	3: 1@ 14,100 1@ 12,180 1@ 10,200	3: 1@$12,000 1@ 10,920 1@ 10,200	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...
1@ 12,300	1@ 12,300	...	2: 1@ 12,840 1@ 12,300	1@ 12,300	1@ 12,300	1@ 12,300	...	...	...
1@ 17,015	4: 1@ 15,853 2@ 14,110 1@ 12,450	...	7: 1@ 16,434 2@ 15,853 1@ 14,608 1@ 14,110 1@ 11,900 1@ 11,620	...	...	1@ 13,280	...	...	...
1@ 11,784	1@ 12,824	f/	10: 1@ 14,220 1@ 13,454 1@ 11,784 2@ 11,559 1@ 11,253 1@ 10,574 3@ 9,783	...	1@ 11,604	...	1@$14,220	...	...
3: 1@ 10,872 2@ 9,852	1@ 9,384	1@ 10,872	9: 1@ 13,200 1@ 12,576 1@ 11,412 1@ 10,872 1@ 10,344 1@ 9,852 2@ 9,384 1@ 8,112	1@ 9,384	1@ 10,344	...	...	...	...
...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...
3: 1@ 16,235 1@ 14,719 1@ 11,907	3: 1@ 14,719 1@ 12,357 1@ 11,233	...	7: 3@ 15,603 2@ 14,719 1@ 14,183 1@ 13,885	5: 1@ 17,180 2@ 15,916 1@ 15,603 1@ 12,357	...	1@ 13,339	...	1@$15,603	...

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certification and professional standards	Teacher education[a/]	General personnel	Others	Guidance and testing	School health[b/]	School lunch program	School safety
1	2	3	4	5	6	7	8	9
MASSACHUSETTS[a/]	3: average $13,697	1@$12,870	...	2: 1@$17,943 1@ 10,109	4: average $11,644	9: average $12,055	12: average $12,268	...
MICHIGAN	5: 1@ 11,171 2@ 9,897 1@ 8,853 1@ 7,851	1@ 14,887	...	...	4@ 16,245	4: 2@ 16,425 2@ 14,658	4: 1@ 17,581 2@ 14,887 1@ 11,046	...
MINNESOTA	1@ 13,344	...	...	1@ 15,000	3: 1@ 16,872 1@ 15,000 1@ 14,424	...	5: 1@ 13,872 1@ 12,828 1@ 9,372 1@ 9,012 1@ 8,664	...
MISSISSIPPI	3: 1@ 13,500 1@ 8,500 1@ 7,500	...	...	...	2: 1@ 13,500 1@ 9,500	2: 1@ 11,250 1@ 8,500	9: 1@ 13,000 1@ 11,500 2@ 10,500 1@ 9,500 1@ 8,500 2@ 7,500 1@ 6,500	...
MISSOURI	3: 1@ 12,108 1@ 9,360 1@ 7,080	...	...	...	5: 1@ 12,108 4@ 11,400	...	7: 1@ 11,400 1@ 11,148 2@ 10,800 1@ 10,020 1@ 7,800 1@ 7,716	...
MONTANA	1@ 13,250	...	...	...	...	...	2: 1@ 13,250 1@ 10,000	...
NEBRASKA	2: 1@ 12,780 1@ 10,560	1@ 9,600	...	...	3: 2@ 11,820 1@ 11,640	...	2: 1@ 11,640 1@ 9,600	...
NEVADA	2: 1@ 10,472 1@ 7,449	...	...	1@ 8,210	2@ 14,040	...	1@ 12,734	...
NEW HAMPSHIRE	1@ 14,405	1@ 7,818	...	...	1@ 12,486	1@ 11,866	2: 1@ 11,866 1@ 10,010	...
NEW JERSEY[b/]	3: 1@ 23,057 1@ 20,910 1@ 18,970	3: 1@ 23,057 1@ 20,910 1@ 18,970	...	5: 1@ 23,057 1@ 18,970 1@ 14,863 2@ 12,839	2: 1@ 18,970 1@ 14,863	3: 1@ 18,970 2@ 14,863	2: 1@ 18,970 1@ 12,839	1@$18,970

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
...	2: average $10,924	1@$10,109	8: average $11,866	6: average $11,301	1@$12,870	...	...	4: average $10,924	...
2: 1@$16,245 1@ 12,424	3: 1@ 19,272 2@ 16,245	...	6: 3@ 16,245 3@ 15,451	20: 1@ 22,759 2@ 19,272 1@ 17,268 1@ 16,683 1@ 16,245 1@ 14,658 1@ 13,864 1@ 13,426 1@ 12,444 1@ 11,797	1@ 16,245	...	9: 2@$16,245 1@ 14,658 1@ 13,196 1@ 12,444 1@ 10,691 1@ 8,853 1@ 8,603 1@ 8,143	...	...
2: 1@ 15,000 1@ 10,128	2@ 11,400	1@ 11,400	8: 1@ 16,224 1@ 14,424 1@ 13,344 1@ 12,828 2@ 12,336 2@ 11,400	...	...	...	...	...	...
1@ 10,500	1@ 13,000	4: 1@ 11,500 2@ 9,500 1@ 8,500	1@ 8,500	...	...	...	...	...	...
...	...	f/	4: 1@ 12,108 3@ 11,400	f/	...	...	...	...	...
...	1@ 12,000	1@ 12,500	...	1@ 9,000	...	...	...	...	...
2: 1@ 11,460 1@ 8,400	1@ 10,380	1@ 10,560	8: 1@ 12,780 1@ 11,460 2@ 10,380 1@ 10,260 3@ 9,600	6: 1@ 11,820 2@ 11,460 1@ 11,280 1@ 10,380 1@ 9,600	...	...	...	1@ 11,280	...
...	...	1@ 12,734	...	...	...	...	1@ 7,449	1@ 5,844	...
...	1@ 12,486	...	2: 1@ 12,486 1@ 11,866	4: 1@ 13,374 1@ 12,486 1@ 11,866 1@ 11,774	...	...	...	...	...
2: 1@ 23,057 1@ 18,970	1@ 18,970	62: g/ average $18,965	...	...	...	...	...	...	...

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certification and professional standards	Teacher education[a/]	General personnel	Others	Guidance and testing	School health[b/]	School lunch program	School safety
1	2	3	4	5	6	7	8	9
NEW MEXICO (no data)	...	...	...	...	...	...	...	...
NEW YORK	12: 1@$21,879 1@ 19,065 1@ 15,895 1@ 14,845 2@ 13,795 1@ 12,955 1@ 12,585 1@ 11,965 3@ 11,244	17: 1@$21,521 1@ 20,868 1@ 18,240 3@ 17,051 1@ 16,430 1@ 15,913 2@ 15,344 3@ 14,775 2@ 11,935 1@ 8,262 1@ 7,705	15: 1@$17,315 1@ 15,110 1@ 14,706 1@ 14,020 1@ 13,090 1@ 12,585 1@ 11,740 3@ 10,188 1@ 9,984 1@ 9,660 1@ 9,070 1@ 8,584 1@ 7,705	...	35: 1@$23,309 1@ 19,490 1@ 18,810 1@ 18,189 2@ 17,620 1@ 17,042 3@ 15,895 4@ 15,640 2@ 15,179 1@ 14,845 1@ 14,320 2@ 13,795 1@ 13,270 2@ 13,230 1@ 12,959 1@ 11,740 1@ 11,241 6@ 10,730 2@ 8,584 1@ 7,800	9: 1@$27,044 1@ 23,790 1@ 20,714 1@ 17,514 1@ 15,895 1@ 12,955 3@ 10,730	11: 1@$16,945 1@ 16,430 1@ 14,360 2@ 13,845 2@ 13,400 1@ 10,730 3@ 6,860	4: 1@$14,775 2@ 13,270 1@ 10,730
NORTH CAROLINA (no data)	...	...	...	...	...	...	...	...
NORTH DAKOTA	2: 1@ 12,300 1@ 7,180	...	...	...	2: 1@ 12,600 1@ 6,300	...	5: 1@ 12,300 1@ 9,600 1@ 6,760 1@ 6,000 1@ 5,100	...
OHIO	2: 1@ 13,728 1@ 13,104	1@ 14,976	...	...	15: 2@ 16,328 1@ 15,600 2@ 14,976 2@ 14,352 2@ 13,728 4@ 13,104 2@ 12,002	...	9: 1@ 16,328 1@ 13,728 1@ 13,104 2@ 11,045 2@ 10,546 2@ 9,360	...
OKLAHOMA	4: 1@ 11,400 3@ 10,260	...	1@ 11,400	...	6: 2@ 11,400 4@ 10,260	2@ 10,260	11: 1@ 12,660 1@ 10,800 4@ 10,260 4@ 8,700 1@ 8,220	...
OREGON	2: 1@ 18,156 1@ 14,232	...	...	...	3: 1@ 15,684 1@ 14,232 1@ 12,900	1@ 14,232	4: 1@ 14,232 2@ 12,900 1@ 10,608	2@ 8,316
PENNSYLVANIA	2: 1@ 14,657 1@ 11,501	4: 3@ 17,839 1@ 15,389	13: 1@ 14,657 2@ 10,954 1@ 10,432 2@ 9,454 2@ 9,011 1@ 8,163 4@ 7,407	4: 1@$20,629 1@ 9,923 1@ 6,390 1@ 5,529	10: 1@ 15,387 2@ 14,657 1@ 13,979 3@ 13,301 2@ 12,675 1@ 12,075	3@ 10,954	1@ 8,163	...

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
...	...	...	...	...	...	...	...	...	...
...	...	...	18: 1@$24,090 1@ 22,630 1@ 19,490 1@ 18,261 2@ 16,420 1@ 16,010 2@ 15,895 1@ 15,483 1@ 15,370 1@ 14,775 6@ 13,200	11: 1@$19,235 2@ 16,430 1@ 13,795 1@ 13,571 4@ 13,270 2@ 11,668	5: 1@$18,628 1@ 15,895 2@ 15,370 1@ 14,845	3: 1@$20,102 1@ 15,895 1@ 15,370	...	...	...
...	...	...	...	...	...	...	...	...	...
...	...	...	4: 1@ 14,400 1@ 12,000 1@ 10,800 1@ 5,000	4: 1@ 13,200 1@ 12,600 1@ 11,300 1@ 11,100	...	...	...	...	...
39: 1@$16,328 1@ 14,976 1@ 14,352 7@ 13,728 28@ 13,104 1@ 10,150	2: 1@$13,728 1@ 13,104	4: 1@$15,600 1@ 14,976 1@ 14,352 1@ 13,728	8: 1@ 16,328 3@ 14,976 4@ 13,728	8: 1@ 16,328 1@ 14,352 4@ 13,728 1@ 13,104 1@ 12,002	1@ 13,104	2: 1@ 16,328 1@ 13,728	...	1@$14,976	...
3: 1@ 11,400 2@ 10,260	5: 1@ 11,400 4@ 10,260	4: 1@ 11,400 1@ 10,800 2@ 10,260	1@ 10,260	1@ 10,260	...	...	...	...	...
3: 1@ 11,700 1@ 9,624 1@ 8,316	1@ 14,232	1@ 14,232	8: 1@ 15,684 1@ 14,940 5@ 14,232 1@ 13,548	7: 1@ 15,684 2@ 14,232 2@ 13,548 1@ 11,700 1@ 11,136	...	...	...	...	...
4: 1@ 12,675 1@ 9,923 1@ 9,454 1@ 9,011	6: 1@ 13,979 1@ 12,675 2@ 12,075 2@ 10,954	...	10: 2@ 16,170 1@ 15,387 3@ 14,657 1@ 13,979 1@ 13,301 1@ 11,501 1@ 8,163	2: 1@ 14,657 1@ 12,675	...	...	...	...	2@$ 9,454

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certification and professional standards	Teacher education[a/]	General personnel	Other	Guidance and testing	School health[b/]	School lunch program	School safety
1	2	3	4	5	6	7	8	9
RHODE ISLAND	1@$11,466	1@$10,530	...	...	2: 1@$12,610 1@ 10,530	3: 1@$11,909 1@ 11,857 1@ 11,362	1@$ 9,738	...
SOUTH CAROLINA	...	4: 1@ 16,330 2@ 13,690 1@ 7,612	...	...	3: 1@ 12,400 2@ 11,810	...	6: 1@ 13,115 1@ 11,340 1@ 11,130 1@ 10,965 1@ 9,945 1@ 9,025	...
SOUTH DAKOTA	1@ 11,100	...	...	...	1@ 11,200	...	6: 1@ 10,728 1@ 10,500 1@ 8,800 1@ 8,000 1@ 7,900 1@ 6,700	...
TENNESSEE	2: 1@ 13,740 1@ 11,760	...	...	1@$ 9,900	8: 1@ 14,280 1@ 13,200 3@ 11,760 1@ 10,800 2@ 10,320	...	10: 1@ 12,720 9@ 10,320	...
TEXAS	2: 1@ 14,148 1@ 8,628	5: 2@ 14,628 1@ 13,248 1@ 12,000 1@ 11,232	...	...	13: 1@ 14,148 1@ 12,408 1@ 12,000 5@ 11,232 5@ 10,872	2: 1@ 12,000 1@ 11,232	9: 1@ 13,692 1@ 11,616 4@ 11,232 1@ 10,512 2@ 10,176	...
UTAH	1@ 8,280	...	1@$ 8,484	...	2: 1@ 14,736 1@ 13,704	...	4: 1@ 15,096 1@ 11,028 1@ 9,564 1@ 8,700	...
VERMONT	2: 1@ 14,768 1@ 11,466	...	...	1@ 7,306	2: 1@ 9,620 1@ 9,022	1@ 11,362	5: 1@ 11,024 1@ 8,372 1@ 7,956 1@ 7,644 1@ 6,812	...
VIRGINIA[h/]	9: 3@ 15,000 1@ 13,728 5@ 8,400	...	...	...	6: 1@ 15,000 5@ 13,728	...	10: 1@ 15,000 9@ 13,728	...
WASHINGTON (no data)	...	...	...	...	...	...	...	...
WEST VIRGINIA	3: 1@ 13,380 1@ 12,780 1@ 10,980	...	...	...	3: 2@ 11,580 1@ 10,980	...	6: 1@ 13,980 3@ 12,780 1@ 12,180 1@ 10,980	...

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
...	...	1@$10,530	3: 1@$11,908 1@ 11,518 1@ 11,024	3: 1@$13,185 2@ 9,152	...	...	...	...	...
106: 1@$15,845 1@ 13,690 1@ 11,810 2@ 11,513 9@ 10,965 1@ 10,700 51@ 9,249 40@ 7,249	1@$ 9,945	f/	8: 1@ 14,458 1@ 12,400 1@ 10,965 1@ 10,800 3@ 10,445 1@ 9,945	...	...	...	...	...	1@$12,223
...	...	...	2: 1@ 10,200 1@ 9,600	1@ 10,300	...	1@$10,200	...	...	...
6: 1@ 14,820 1@ 11,760 2@ 11,280 1@ 10,320 1@ 9,480	10: 1@ 12,720 2@ 10,800 3@ 10,320 2@ 9,[illegible]0 1@ 9,060 1@ 8,640	3: 1@ 11,760 2@ 10,320	7: 1@ 15,360 2@ 11,760 4@ 10,800	17: 1@ 13,740 1@ 12,240 4@ 11,280 5@ 10,800 2@ 10,320 2@ 9,900 2@ 9,480	1@$10,800	1@ 13,200	...	...	...
5: 1@ 14,148 1@ 10,872 3@ 10,176	2: 1@ 12,816 1@ 10,872	...	7: 1@ 13,692 1@ 12,816 3@ 12,000 1@ 11,232 1@ 10,872	11: 1@ 13,692 1@ 12,816 1@ 12,000 2@ 11,232 5@ 10,872 1@ 8,916	3: 1@ 12,816 1@ 12,000 1@ 10,872	...	...	1@$ 8,628	...
1@ 13,368	1@ 12,432	...	3: 1@ 15,648 1@ 12,732 1@ 10,524	5: 1@ 12,912 1@ 12,132 1@ 10,524 1@ 9,600 1@ 9,564	...	...	...	1@ 11,856	...
...	1@ 9,620	...	...	3: 1@ 11,388 1@ 10,192 1@ 10,114	...	1@ 9,620	...	1@ 7,410	...
5: 1@ 15,000 4@ 13,728	2: 1@ 15,000 1@ 13,728	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...
...	3: 1@ 13,980 2@ 11,580	...	2: 1@ 12,780 1@ 10,980	2: 1@ 13,980 1@ 12,180	...	...	...	...	...

TABLE 6.--SALARIES PAID PROFESSIONAL, ADMINISTRATIVE, AND PUPIL PERSONNEL PROGRAMS AND SERVICES: STATE

State	Employed personnel services							
	Teacher certification and professional standards	Teacher education[a/]	General personnel	Others	Guidance and testing	School health[b/]	School lunch program	School safety
1	2	3	4	5	6	7	8	9
WISCONSIN	3: 1@$17,196 1@ 16,164 1@ 9,912	...	...	...	3: 1@$15,672 2@ 14,388	4: 1@$15,684 1@ 15,408 1@ 15,240 1@ 13,932	9: 1@$12,828 1@ 11,964 1@ 11,952 1@ 11,604 1@ 11,348 1@ 11,256 1@ 10,392 1@ 10,320 1@ 9,488	1@$13,956
WYOMING	1@ 12,552	...	1@$13,116	...	2: 1@ 12,120 1@ 10,836	5: 1@ 12,552 1@ 8,616 2@ 8,268 1@ 7,920	1@ 8,928	...
CANAL ZONE	...	...	...	...	...	...	...	...
PUERTO RICO	1@ 5,700	6: 1@$ 9,600 1@ 8,300 1@ 7,200 1@ 6,900 1@ 5,400 1@ 5,040	2: 1@ 8,400 1@ 6,900	...	7: 1@ 9,360 1@ 8,940 1@ 8,640 2@ 8,340 2@ 8,040	...	5: 1@ 11,400 2@ 8,400 1@ 7,500 1@ 5,700	...

a/ Preservice and inservice.
b/ Includes school nursing services, hearing and sight conservation, and special programs for alcohol, narcotics, etc.
c/ One-half time spent on guidance and testing.
d/ Number of positions indicated is in excess of number shown here; insufficient data were given to make a proper distribution.

AND TECHNICAL EMPLOYEES FOR EMPLOYED PERSONNEL SERVICES
DEPARTMENTS OF EDUCATION, 1969-70 (Continued)

Pupil personnel programs and services									
Pupil transportation	Driver education and/or training	Exceptional children	Handicapped children	Disadvantaged children	Social work	Psychological services	Scholarship and examination	High-school equivalency	Other
10	11	12	13	14	15	16	17	18	19
3: 1@$17,160 1@ 14,686 1@ 14,556	2: 1@$15,240 1@ 15,024	...	29: 1@$28,356 1@ 20,508 1@ 18,732 1@ 17,011 1@ 16,836 1@ 16,640 1@ 16,440 1@ 15,924 1@ 15,516 1@ 15,432 1@ 15,276 1@ 15,096 1@ 14,988 1@ 14,892 2@ 13,932 1@ 13,176 2@ 12,840 1@ 12,780 1@ 12,768 1@ 12,516 1@ 12,348 1@ 11,952 1@ 11,772 1@ 11,760 2@ 11,724 1@ 11,004	...	...	...	...	...	...
...	...	1@$13,548	1@ 12,552	...	...	1@$10,836	...	...	...
...	...	...	...	1@$22,450	...	...	...	...	...
1@ 8,760	...	2: 1@ 10,000 1@ 9,240	7: 1@ 11,400 2@ 8,940 3@ 8,340 1@ 8,040	...	5: 1@$11,400 1@ 8,640 1@ 8,340 1@ 6,540 1@ 5,940	...	1@$ 5,760	...	...

e/ Includes officers in state-operated schools for the deaf and blind.
f/ Included with handicapped.
g/ Averages shown are averages of rates only. Positions shown include functions of columns 11-15.
h/ Salaries shown are maximums.

Research Reports

1968-R3 Head Start Programs Operated by Public School Systems, 1966-67. 42 p. $1.00. #435-13346.

1968-R6 Nursery School Education, 1966-67. 48 p. $1.00. #435-13352.

1968-R11 Selected Statistics of Local School Systems, 1966-67. 119 p. $2.25. #435-13362.

1968-R15 State Minimum Salary Laws for Teachers, 1968-69. 43 p. $1.00. #435-13372.

1968-R17 Faculty Salary Schedules in Community-Junior Colleges, 1967-68. 50 p. $1.00. #435-13376.

1969-R2 Faculty Salary Schedules in Colleges and Universities, 1967-68. 48 p. $1.00. #435-13384.

1969-R6 Kindergarten Education in Public Schools, 1967-68. 56 p. $1.25. #435-13394.

1969-R7 24th Biennial Salary Survey of Public-School Professional Personnel, 1969. 346 p. $5.00. #435-13396.

1969-R8 Grievance Procedures for Teachers in Negotiation Agreements. 37 p. $1.00. #435-22882.

1969-R9 Paid Leave Provisions for Teachers in Negotiation Agreements. 95 p. $1.75. #435-22884.

1969-R10 The Pupil's Day in Court: Review of 1968. 65 p. $1.25. #435-22886.

1969-R11 The Teacher's Day in Court: Review of 1968. 61 p. $1.25. #435-22888.

1969-R12 High Spots in State School Legislation, January 1-August 31, 1969. 122 p. $2.25. #435-22890.

1969-R13 Salary Schedules for Teachers, 1969-70. 122 p. $2.25. #435-22892.

1969-R14 Teacher Supply and Demand in Public Schools, 1969. 77 p. $1.50. #435-22894.

1969-R15 Estimates of School Statistics, 1969-70. 38 p. $1.00. #435-22896.

1970-R1 Rankings of the States, 1970. 74 p. $1.50. #435-25430.

1970-R2 Maximum Salaries Scheduled for School Administrators, 1969-70. 98 p. $2.00. #435-25432.

1970-R3 Economic Status of the Teaching Profession, 1969-70. 68 p. $1.25. #435-25434.

1970-R4 Salary Schedule Supplements for Extra Duties, 1969-70. 66 p. $1.25. #435-25436.

1970-R5 Salary Schedules for Principals, 1969-70. 82 p. $1.50. #435-22928.

1970-R6 Salaries in Higher Education, 1969-70. 94 p. $1.50. #435-22930.

1970-R7 Staff Salaries, State Departments of Education, 1969-70. 61 p. $1.50. #435-22934.

Research Summaries

1966-S1 Inservice Education of Teachers. 19 p. 60¢. #434-22802.

1966-S2 Homework. 12 p. 30¢. #434-22804.

1967-S1 School Dropouts. 55 p. 75¢. #434-22808.

1968-S1 Class Size. 49 p. $1.00. #434-22810.

1968-S2 The Rescheduled School Year. 38 p. $1.00. #434-22812.

1968-S3 Ability Grouping. 52 p. $1.00. #434-22814.

1970-S1 Marking and Reporting Pupil Progress. 55 p. $1.25. #434-22854.

Research Memos

1968-16 Adult Education Statistics, 1968-69. December 1968. 18 p. 50¢. #431-22842.

1969-8 Index Salary Schedules for Teachers, 1968-69. March 1969. 15 p. 45¢. #431-22822.

1969-10 Professional Growth Requirements Specified in 1968-69 Salary Schedules. May 1969. 15 p. 45¢. #431-22832.

1969-11 Use of Teacher Aides, 1968-69. May 1969. 15 p. 45¢. #431-22830.

1969-12 Merit Provisions in Teachers' Salary Schedules, 1968-69. April 1969. 11 p. 35¢. #431-22826.

1969-13 Salary Schedule Provisions for Non-Clerical Support Personnel, 1968-69. July 1969. 21 p. 60¢. #431-22856.

1969-19 Salary Schedule Provisions for Full-Time Guidance Counselors, 1968-69. July 1969. 33 p. 75¢. #431-22868.

1969-20 Scheduled Salaries for School Office Personnel, 1968-69, Reporting Systems with Enrollments of 6,000 or More. July 1969. 17 p. 50¢. #431-22870.

1969-22 Leaves of Absence Provisions for Teachers, 1968-69. October 1969. 23 p. 65¢. #431-22874.

1969-25 Salaries Paid Secretarial and Clerical Personnel in Public Schools, 1966-67 Through 1968-69. October 1969. 11 p. 35¢. #431-22880.

1969-26 Minimum Annual Salaries for Teachers. December 1969. 3 p. 15¢. #431-22900.

1969-27 Teacher Strikes and Work Stoppages. December 1969. 11 p. 35¢. #431-22902.

1970-1 Average Salary of Instructional Staff in Public Schools, by State: 1939-40 to 1969-70. January 1970. 1 p. 10¢. #431-22906.

1970-3 Beginning Salaries for College Graduates, June 1970. January 1970. 7 p. 25¢. #431-22904.

1970-4 Placement of Newly Appointed Experienced Teachers on Salary Schedules, 1969-70. April 1970. 38 p. 80¢. #431-22910.

1970-6 Pupil-Staff Ratios, 1968-69. March 1970. 14 p. 40¢. #431-22908.

1970-7 Merit Provisions in Teachers' Salary Schedules, 1969-70. April 1970. 9 p. #431-22912.

1970-10 Salaries Paid Superintendents, 1962-63 to 1969-70. May 1970. 27 p. 70¢. #431-22914.

1970-11 Salary Schedule Provisions for Full-Time Guidance Counselors, 1969-70. May 1970. 25 p. 70¢. 431-22916.

1970-12 Salary Schedule Provisions for Substitute Teachers, 1969-70. May 1970. 12 p. 35¢. #431-22918.

1970-13 Adult Education Statistics, 1968-69. June 1970. 17 p. 50¢. #431-22920.

1970-14 Special Days and Weeks Schools Sometimes Observe. June 1970. 7 p. 25¢. #431-22922.

1970-15 Salary Schedule Provisions for School Nurses, 1969-70. July 1970, 6 p. 20¢. $431-22926.

1970-16 Scheduled Salaries for Department Heads, 1969-70. July 1970. 13 p. 40¢. #431-22858.

1970-17 Requirements for Horizontal Advancement on Teachers' Salary Schedules, 1969-70. August 1970. 18 p. 50¢. #431-22932.

1970-18 Index to NEA Research Division Publications Currently Available. August 1970. 26 p. 70¢. #431-22936.

1970-19 Teacher Strikes, Work Stoppages, and Interruptions of Service, 1969-70. 13 p. 40¢. #431-22938.